

42/4

Salary Schedule Practices
Speech Festivals An Asset
A Letter to Elementary Principals

School and Community

DECEMBER 1957



It's Character That Counts



UNDER FIRE different qualities of strength and dependability stand out.

Back of the policies of the Missouri State Teachers Association group plan for life insurance one finds a strong, stable company that has met its every obligation for over a quarter of a century with benefits to teachers amounting to over a million dollars . . . the North American Life Insurance Company of Chicago.

Not only is MSTA Insurance reliable but it is also imminently practical. It provides an opportunity for you to arrange your life insurance program on a low cost basis when the need for protection is most urgent.

It also provides for conversion without evidence of insurability to a special level premium plan of life insurance available only to the members of the Missouri State Teachers Association.

And best of all, annual premiums are as low as \$5.37 per thousand dollars.

For further information fill out the form below and send it to the Missouri State Teachers Association, Columbia, Mo.

M THIS COUPON NOW

Missouri State Teachers Association
Columbia, Missouri

Please send me additional information about MSTA's Group Life Insurance Plan for members.

NAME

ADDRESS

CITY STATE

Contents

FEATURES

Show Pupils History	Maurine Hoffman	5
District Association Officers		6
Meet the School Social Worker	Marie Hudson and Ted Schmitt	9
Officers Installed at the Annual Convention		10
Delegates Adopt Resolutions		11
Salary Schedule Practices in Missouri Schools	Dr. Marvin Shamberger	12
Beginning is the Most Important Part of the Work	Paul B. Koch	16
A Letter to the Elementary School Principals, MSTA		17
Must Work for Tax Relief		18
Albany High Sets Up Mock U.N. Headquarters		30

DEPARTMENTS

Spice Up Your Teaching		2
New Faculty Members		3
Deaths		3
Yours For The Asking		4
Important Events		8
Secretary's Page	Everett Keith	15
Items of Interest		19
Recent Opinions by the Attorney General		31
New Books		31
Editorial	Dr. Inks Franklin	32

INKS FRANKLIN, EDITOR • EVERETT KEITH, EXECUTIVE SEC'Y • VOL. XLIV, NO. 4



THE COVER

Douglas Jerrold once said "Blessed be the hand that prepares a pleasure for a child, for there is no saying when and where it may bloom forth." And, it was John Dewey who wrote, "What the best and wisest parent wants for his own child that must the community want for all its children."

—Photo: Massie, Mo. Resources Div.

Send all Contributions to the Editor

General Officers: Rosemary Baker, President, Springfield; C. H. Lindemeyer, 1st V.-Pres., Kirkwood; Earl Gray, 2nd V.-Pres., Brookfield; Grace Gardner, 3rd V.-Pres., Springfield; Everett Keith, Columbia, Sec.-Treas.; Inks Franklin, Columbia, Editor, School and Community and Assistant Executive Secretary; Gordon Renfrow, Columbia, Director Field Service; Marvin Shamberger, Columbia, Director Research.

Executive Committee: Ralph Marcellus, Chm., Rolla; Julia B. Schmidt, Vice-Chm., St. Louis; Evan Agenstein, St. Joseph; Neil Aslin, Columbia; Carl Byerly, Clayton; John E. Evans, Kansas City; Joe Herndon, Raytown; D. A. Mallory, Buffalo; H. Byron Masterson, Kennett; G. Frank Smith, Cameron; Ex Officio, Mrs. Rosemary Baker and C. H. Lindemeyer.

Published monthly Sept. thru May at Columbia, Mo., by Missouri State Teachers Association. Entered as Second Class matter, Oct. 29, 1913, Postoffice at Columbia, Mo., under Act of March 3, 1879. Acceptance for mailing at special rate provided for in section 1103, Act of Oct. 3, 1917; authorized May 17, 1921. Annual membership dues \$4.00. Subscription to non-members, \$2.00 a year.

SQUARE DANCE ASSOCIATES
 Freeport, N. Y.

Expert Oral Instructional Records for
SQUARE DANCES COUPLE DANCES AND MIXERS for all ages

Simple progressive
TALK-THRU-WALK-THRU
 method used in thousands of schools
FOOT TAPPING MUSIC

• Rhythms
 • Folk Dances
 • Singing Games
 • Play Party Games
FOR CHILDREN
 pre-kindergarten through 3rd grade

78 or 33 1/3 rpm

SQUARE DANCE ASSOCIATES
 BOX 645 FREEPORT, N. Y.
 Mail coupon for FREE descriptive brochure.

Name _____
 Address _____
 City _____
 State _____



MU OFFERS FILMS

Films for every subject and every grade at the elementary and secondary level are available from Missouri University which maintains one of the most complete and up-to-date film libraries in the Middle West.

A free catalog describing the 3,500 films and listing rental fees is available from the Visual Education Department, 23 Jesse Hall, Columbia.

HEEDLESS

Teachers of driver education courses will find "Heedless Horsepower" of value. The booklet reports on the 1956 highway toll that saw 40,000 Americans lose their lives and 2,368,000 injured.

Says the publication: excessive speed again topped the list of driver actions that result in death.

For copies write J. G. O'Brien, The Travelers Insurance Companies, Hartford, Connecticut.

AVIATION TODAY

A fourth edition of "U. S. Aviation Today" describes the achievements in aviation during 1956. The 94-page booklet contains photographs and three-view drawings of all aircraft produced in the United States during the past year, together with specifications and performance data of each.

In addition there is a section devoted to future production, as well as significant developments in the missile field.

Copies may be obtained for \$.35 from the National Aviation Education Council, 1025 Connecticut Ave., N. W., Washington 6, D. C.

FROM CANOES TO NOW

"History of Great Lakes Transportation," a 75-frame filmstrip designed for classroom use, has recently been produced by the Michigan Historical Commission's Archives Section.

It documents the Inland Seas transportation from the days of birchbark canoes and four-ton voyageur's batteaux, through the ages of sail and steam to the great ore-carrying vessels of today. A teacher's manual is furnished for the narrative. The film may be adapted to various grades.

It may be ordered for \$3.00 from the Audio-Visual Education Center, University of Michigan, Lansing, Michigan.

SAFETY

This 13 1/2 minute, 16mm, sound, color and black and white film demonstrates how schools in the community can work together to develop safety in and around schools.

The film was produced by the National Commission on Safety Education in cooperation with the National Congress of Parents and Teachers, and the National School Board Association.

It sells for \$87.50 in color and \$41.50 in black and white. Order from National Commission on Safety Education, 1201 Sixteenth St., N.W., Washington 6, D. C.

SOCIAL STUDIES TEACHING AIDS

Enrichment materials for geography, civics, history, American problems, and international understandings are available in the 112-page publication "Social Studies Teaching Aids for a Stronger America."

It contains 58 pages of annotated sources of information—books, articles, periodicals, bulletins, pamphlets, films, film strips, recordings, and many other free and inexpensive teaching aids.

Reprinted and made available by National Aviation Education Council, 1025 Connecticut Avenue, N.W., Washington 6, D. C. Price, \$1.00.

DISCUSSION PROBLEMS

To increase effective discussion and current affairs instruction in high-schools the Junior Town Meeting League has published a booklet, "Overcoming Obstacles in Discussion and Current Affairs."

It answers five objections teachers raise regarding current affairs discussions. These are: fear of unfavorable reaction in the school and community; fear of insufficient knowledge of current affairs; inability to find time for current affairs instruction; feeling that teaching history is more important than teaching current affairs; lack of skill in leading discussion.

The pamphlet is available free from the Junior Town Meeting League, 356 Washington Street, Middletown, Conn.

New Faculty Members

UNIVERSITY CITY

Mrs. Leodora Extein, M; Wayne S. McDaniel, M; Lovelle H. Felt, M; and Jack K. Whitesell, 5th grade.

R-3, ST. CHARLES COUNTY

Sherry Ellis, 2nd grade; Sadie Gallo-way, 3rd grade; and Virginia Schier-meir, 4th grade.

S. E. STATE COLLEGE

Harold Bratton, assistant football coach; Mrs. Esther Burnham, Chem; Mrs. Margaret Louise Denny, HE; Emmett Duff, training school; James Hamby, assistant football coach and Dr. Venice Poulos, foreign language.

PUXICO

Otis Wiles, E; Robert Miller, Sc; Warner White, SS; Nettie Sue Ward, 2nd grade; and Elmer Dunn, coach.

R-1, BROWNING

James Fox, IA; Donald Watson, Mu; Elgiva McCracken, M, E and elementary supervisor; Glen Sayre, Sc and SS and Edna Wonderly.

MENDON

Mrs. Ival Lora, CS; Mrs. Carolee Hall, HE; Mrs. Gladys Matthis, Mrs. Ollie Welch, Mrs. Lineberry and Mrs. Mary Mauzey, elementary.

CASSVILLE

Elementary: Mrs. Louise Lester, 1st; Mrs. Margie Jump, 7th; and Mrs. Charlene Carpenter, 5th.

Highschool: Mrs. Ruby Turner, special education; Leslie McCord, IA; Verdayne Riddle, SS and M; and Bill VanZandt, Guidance.

DIAMOND

Fred Daugherty, principal and M; Horace Ley, Mu; Don Maupin, coach, Sc and SS; Mrs. Mavis Graver, E and SS; and Loanna Rupp, VHE.

PIERCE CITY

Elementary: Mrs. Helen Horine, Mrs. Mary Ann Walker, J. D. Smith, and Oscar Elswick.

DREXEL

Dave Lyon, coach and PE; Harry H. Pitts, M and Sc; Jim Frazier, CS; Kathryn Billings, VHE; Marvin Blake-man, Mu; Amy Ruth Barnes, and Neil Butler, elementary.

HAMILTON

Elementary: Mrs. Geraldine Schild-knecht, 5th; JoAnn Jewell, 3rd; Clyde J. Bachtel, itinerant teacher; and Mrs. Helen Thomson, home teacher.

Highschool: Michael T. Waters, Mu; James B. Totten, art; Mrs. Dorothy Gibbs, HE.

JEFFERSON CITY

Mrs. Clara Reeves, PE; Mrs. Maria

anne Gray, SS; Mrs. Mattie Warren, 4th grade; and Mrs. Mary Ann Leon-ard, Speech Correctionist.

WARREN COUNTY

R-II: Seryl Webb, Clarence Heusi, Mrs. Irena Boothby and Wanda Hol-land.

R-III: Burnell Lamb, Mrs. Iris Lamb, Mrs. "DoDo" Heflin, Florannah Welch, Marion Davis, Peter Herborn, Mrs. Ruth Zey, Mrs. Leva Wright, Mrs. Doris Niemeyer, and Jessie Basham.

NORTHWEST STATE COLLEGE

Mrs. L. G. Bladt, Dean of Women; L. G. Bladt, Spch and E; Mary Jo Callaway, Business; Ralph F. Cater, Education; Jack Cole, Assistant Dean of Men; Nellie O. Dye, Lib; Harry A. Gailey, Humanities; Dr. Howard A. George, Education.

Charles L. Hyde, Ec; Laura F. Jack-son, E; Ruth A. Meabon, Business (Horace Mann); Mrs. R. A. Osch-wald, Physical Science; Donald F. Peel, E; Mrs. Doris Pierce, Social Science.

Margaret Prince, HE; Mrs. M. T. Sheldon, Director of Food Service; M. T. Sheldon, Education; Mrs. Alice G. Wilson, Spch and E.

DEATHS

JAMES I. MALOTT

James I. Malott, 83, at one time superintendent of the Bolivar public schools, died of a heart attack Oct. 17 at River Falls, Wisconsin.

MRS. MARY DUFFEY

Mrs. Mary Duffey, serving her first year as fifth and sixth grade teacher in the R-6 school system of Buchanan County, died Oct. 18.

MRS. JESSIE PERDUE

Mrs. Jessie Perdue, an elementary teacher in the Saline and Pettis schools for the past 27 years, died Sept. 13 in the Research Hospital in Kansas City where she had been a patient for only three days. Mrs. Perdue, whose home was at Houstonia, was 47.

RAYMOND S. THURMAN

Raymond S. Thurman, 56, of Re-public, superintendent of Kickapoo R-7 School, Greene County, died Oct. 12. Mr. Thurman served the schools of this state for 33 years. He had been at Kickapoo for six years and in a similar position at Hollister for the seven preceeding years. He frequently taught summer classes at Southwest Missouri State College in Springfield. A fitting tribute in his memory was written by the faculty of the Kickapoo district.



CHRISTMAS MOVIE PROGRAMS!!

(16mm sound)

Designed for your school

30 min. to 45 min., each

45 programs—all different

SEND FOR LIST!

SWANK MOTION PICTURES, Inc.

Attn. Ray Swank
621 N. Skinker Blvd.
St. Louis 5, Mo., Parkview 7-3630

MISSOURI UNIT MATERIAL

The Missouri Citizen

By Dr. Robert F. Karsch,
Prof. Political Science, U. of Mo.

The Only NEW Textbook
on Missouri History,
Institutions and Constitution

- ★ 418 pages
- ★ Profusely Illustrated
- ★ Sixth Grade Reading Level
- ★ Pupil Activities
- ★ Study Questions

Clothbound Price \$3 Net

TESTS on the MISSOURI CONSTITUTION

Parallel—Forms A & B are Four-
page Folders by Dr. Karsch

Meets all Legal Requirements
\$12.50 per hundred, either or both
15 cents per single copy

State Publishing Company

P.O. Box 4007, Jennings Station
St. Louis 21, Missouri

TEACHING AIDS

INSTRUCTO flannel boards and felt cut-outs. A graphic method of teaching time, number concepts, arithmetic processes, color recognition, reading readiness or telling stories.

BEN-G-PUZZLES. For reading, number conception, teaching time.

PLASTIC "STICK BOARDS" and cut-outs for primary instruction.

MAGNETIC coaching boards for illustrating athletic game situations.

NIFTY TEACHING AIDS. Including large charts, tablets, frieze rolls, sketch pads and language art materials.

available at

Model Publishing & School Supply Co.

1602-08 Hodiament Ave.
St. Louis 12, Mo.

Member of N.S.S.I.

Write for illustrative literature

Nondenominational DEVOTIONAL READINGS for Use in Schools



- 180 worship services
- Hymns, Scripture, and poetry
- For 5th and 6th graders
- Each is 5 to 10 minutes in length
- Now \$1.00
Price rise in February

A book designed to help school teachers who need appropriate worship services in their classes!

TEENS TO 21 by Alberta Z. Brown is a book to help young people in their problems of self-understanding. Her advice is genuine, based on faith in Christian living. \$1.75
THE 7 TEEN YEARS by Alberta Z. Brown, \$1.50

Order from your bookstore or
BETHANY PRESS
Box 179, St. Louis 3, Missouri

FREE

Yours FOR THE ASKING!

No requests from children, please. Our advertisers prefer to send their material to teachers or administrators only. Many of last year's offerings are no longer available. Use the coupon in each issue as quickly as possible to keep up to date with the newest material now awaiting your request.

51. **Honor Your Partner** Brochure, gives a synopsis of the nine albums making up a complete course in square dancing for primary grades through adult groups. (Square Dance Associates)

65. **Folders** on Summer Sessions at Guadalajara, Mexico, and Valencia, Spain, and itineraries of tours of Europe for 1958, University of San Francisco Extension. (Dr. Carlos G. Sanchez)

66. **Brochure** gives the itineraries of four 11-country tours to Europe for the summer of 1958. It has 20 pages and is well illustrated. (Caravan Tours)

67. **Brochure** on a different kind of tour through Europe and a corner of Africa. Describes itinerary and gives costs for twenty countries in seventy days, summer 1958. (Europe Summer Tours)

69. **Folder** gives the itineraries of seven 11-country tours sailing to Europe from Quebec for the summer of 1958. It has 20 pages and is well illustrated. (Caravan Tours)

7. **Classroom Clinic for Elementary Teachers.** World Book invites you to share its Classroom Clinic on a wide range of subjects, including Social Studies, Science, Classroom Activities, Tool Subjects, and other matters of interest to all teachers. (Field Enterprises, Inc.)

62. **Train Display Streamer**—A display item, 160 inches long, accordion folded, showing freight and passenger trains in color. One copy only per teacher. (Association of American Railroads)

63. **Full-color brochure** showing new Classmate line of modern classroom furniture, in Diploma Blue and Classday Coral. (American Seating Company)

SEND FOR THESE NEW IDEAS—Use This Coupon!

State Teachers Magazines, Inc.
Dept. C, 307 N. Michigan Ave.
Chicago 1, Illinois

Available in
school year of
1957-58 only

Send me the items covered by the numbers circled. I indicate quantity desired where more than one copy is available. 3c is enclosed for each number circled.

51. 65. 66. 67. 69. 7. 62. 63.

Name

Subject Grade

School Name

School Address

City State Missouri

Enrollment: Boys..... Girls



Inaugural Bibles and exhibits illustrating the six phases of the Presidency are among the displays in the main museum room of the Harry S. Truman Library. At left is one of the most famous pictures ever taken—Mr. Truman holding a copy of the Chicago Tribune with a banner headline, Dewey defeats Truman.

Show Pupils History

By Maurine Hoffman

FREE tours of the Harry S. Truman Library at Independence may now be arranged for school groups. Exhibits are especially appropriate for American history and government classes.

In the main Museum room is a special exhibit illustrating with pictures, objects, and documents the six phases of the job of the Presidency as Mr. Truman has outlined them. They are: his role as chief of the executive branch of the government; his ceremonial role as chief of state in relation to foreign leaders and to various groups and individuals in this country; his relationship to Congress as director of the legislative

program; his position as head of a political party; his role as commander and chief of the armed forces; and his position as director of a foreign policy program.

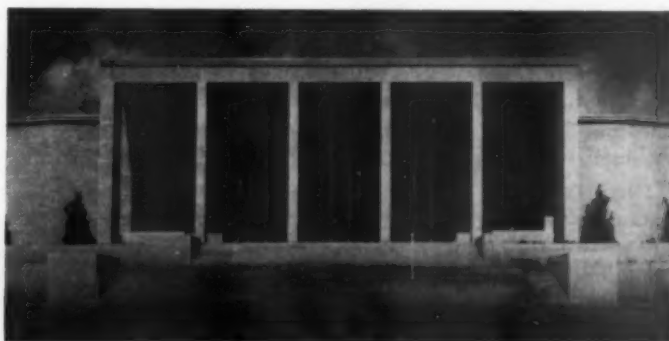
All displays in the museum room are arranged to portray the office of the Presidency. A special series is on loan from the National Archives and contains a picture and original document of each of the past presidents.

Precious Objects

Many precious and interesting objects collected by Mr. Truman during his terms as President are in the lobby, two foyers, and the Garden Room.

In the lobby is the original table upon which the United Nations Charter was signed in San Francisco in 1945 with a copy of the United Nations Charter and

MAIN ENTRANCE to the Harry S. Truman Library at Independence. The main museum room, lobby, foyers and Garden Room containing displays on government operation, historical exhibits and many rare objects are now open to school groups. (Official Library Photo by C. H. Schrepfer).



a bust of Franklin D. Roosevelt on it. There are also paintings of Mr. Eisenhower and Mr. Truman, precious swords, and other objects given Mr. Truman by foreign heads of state.

In one foyer is a large hand-made Persian rug given by the Shah of Iran; an exhibit of historic and unusual Bibles, and a case displaying religious art objects from the Far East. In the Garden Room are the original plaster cast of the Iwo Jima flag raising statue; beautiful Japanese and other oriental art works; a collection of Israeli items, including a small vessel dating from King David's time; paintings and photographs of the Truman family, and scenes connected with family history.

There is also an original cartoon collection representing Mr. Truman's service as Senator and President, and photographs of World War II five star admirals and generals.

A mantel that was once in the State Dining Room of the White House and exhibits illustrating Mr. Truman's interest in labor and the Masonic Order are in another foyer with an assortment of miscellaneous gifts people sent to the President.

Office Replica

A full scale replica of the President's office in the White House with exact duplicates of the furnishings and decorations there when Mr. Truman occupied it is set up in a special room.

Guides will be available for morning and afternoon tours on Tuesday, Wednesday and Thursday. The Junior Service League of Independence will conduct school groups. Visits should be scheduled as far in advance as possible.

Those desiring further information or wishing to plan tours should call the Library at CLifton 2-1144, Independence, Mo. Dr. Phillip C. Brooks is the library director.

District Association Officers

The officers and executive committees for the district associations for 1957-58 as reported to your Association are as follows:

Cape Girardeau District

President—Jake Wells, Jackson
First Vice-President—Warren Black, DeSoto
Second Vice-President—John Lawrence, Bloomfield
Secretary-Treasurer—L. H. Strunk, Cape Girardeau

Executive Committee

Fred L. Cole, Irondale
Forrest H. Rose, Cape Girardeau
George R. Loughhead, Poplar Bluff

Springfield District

President—Adrian E. Gott, Ozark
First Vice-President—Nell Sewell, Springfield
Second Vice-President—Arley H. Stark, Joplin
Secretary-Treasurer—Howard Butcher, Joplin

Executive Committee

C. W. Farnham, West Plains
Ray Wood, Bolivar
Harry L. Suttle, Springfield
Herbert Cooper, Nevada
Everett Herd, Gainesville

Kirksville District

President—Seaton Bonta, Hannibal
First Vice-President—Paul Wickless, Unionville
Second Vice-President—Laurence Phelps, Macon
Secretary-Treasurer—Eli F. Mittler, Kirksville

Executive Committee

Kenneth Smith, Kirksville
Ruth Jensen, Bowling Green
Claudine Triplett, Moberly
Galen Lankford, Monroe City

Warrensburg District

President—Frank W. McGraw, Marshall
Vice-President—Jess Taylor, Grandview
Secretary—Dr. William F. Knox, Warrensburg
Treasurer—Mrs. Mildred Lass, Warrensburg

Executive Committee

Mrs. Maude Moore, Osceola
D. W. McEowen, Harrisonville
Alfred Lloyd, Higginsville

Maryville District

President—Mrs. Freida Elwick, Grant City
First Vice-President—Marvin Porter, Mound City
Second Vice-President—Lon Edwards, North Kansas City
Third Vice-President—Mrs. Virginia Bean, Cameron
Secretary-Treasurer—Everett W. Brown, Maryville

Executive Committee

Raymond O. Moore, Albany
Mrs. Frances Blazer, Mound City
Russell N. Wehrli, King City

St. Joseph District

President—Evan Agenstein
Vice-President—Roland Lanser
Secretary—Katie Weakley

Executive Committee

W. L. Daffron, Marion Gibbins, J. G. Parman, Leo Hauser, Hester DeNeen, Marie Durrant, Marguerite Jones, Bertha Sailes

Kansas City District

President—Robert Forbes
First Vice-President—Mrs. Helen Valentine
Second Vice-President—Mrs. Mila Banks
Secretary—Margaret Byrne
Treasurer—Frank Orndorff

St. Louis City

President—Mrs. Buella G. Brooks
Vice-President—Wilmar R. Schneider
Secretary—Mary Sue Weir
Treasurer—Mrs. Hazel Edwards

Executive Committee

Mrs. Lois Albers, Mrs. Velma Appelbaum, David Spiller, John W. Edie, Mrs. Florence R. Brown, Walter Ehlert, Robert Strickler, Kendall J. Wentz

Rolla District

President—J. Edwin Turner, Salem
First Vice-President—Mrs. Hazel Biles, Belle
Second Vice-President—Marshall Jackson, St. Clair
Third Vice-President—Walter Padberg, Linn
Secretary-Treasurer—Louis J. Donati, St. James

Executive Committee

Mrs. Mildred Leaver, Rolla
Clarence Gawer, Owensville
William Young, Richland
Mrs. Carolyn Strayhorn, Bourbon

St. Louis Suburban

President—Robert D. Snyder, Parkway
First Vice-President—Eric Hohn, Fairview
Second Vice-President—George M. Turmail, Kirkwood
Secretary—Ruth Moseley, Ferguson
Treasurer—Emil H. Rohlf, Normandy
Ex Officio—Lyda Nourse, Ferguson
Ex Officio—Juva Z. Sharp, Maplewood

Executive Committee

Sidney P. Rollins, Jennings
Elizabeth Ruck, Kirkwood
Catherine Sondermann, West Walnut Manor
Noah E. Gray, Lindbergh
Edwin H. Myers, Overland
J. Paul Shadrach, Ferguson

Speech Festivals

AN ASSET...



By James W. Abbott, Director of Dramatics,
Lebanon High School

My Principal does not believe in Speech Festivals. Not enough students are benefited. It is not good for a student to lose in an event. Students miss too much school. Trips cost too much money. Sports are more important than speech events.

The foregoing statements are familiar to most of us in the speech field. Fortunately, I have not uttered these statements. I believe that both school officials and students suffer from them. Let us look with an open mind to the above sentences frequently spoken by Missouri teachers.

My Principal does not believe in Speech Festivals. Naturally, we teachers cannot require a principal to believe in festivals simply because we believe them worthwhile. This article points out to school officials and speech teachers the merits of festivals.

Not enough students are benefited. Thirty-six of my students in Lebanon High School actively participated in speech festivals last year. Many of the students interested worked hard, and learned from each other, to prepare for future contests. Few sports will train more than 36 students for a year's work.

It is not good for a student to lose in an event. In most events

a student is rated as superior, excellent, good, or fair. Therefore, the student does not lose, but learns to evaluate himself in comparison with other students. As the student participates in other contests, he learns different standards of judgment that are important to the individual growth.

Students miss too much school. True, the student will miss an occasional Friday from class. The student who is honest will make the necessary arrangements and will do his make-up work prior to leaving. Frequently, he may learn more on the trip than in the classroom.

Trips cost too much money. Laboratories and equipment are provided for science students. Complete uniforms are supplied for football and basketball teams. Few, if any, players ever pay for their own meals or lodgings on a trip. Taxpayers contribute to local institutions and many would rather spend their money on academic speech work than for any other department. With correct planning and budgeting, expenses can be cut to a minimum. Few contests ask more than 50 cents per student for a registration fee. In a beginning speech program, the students may be willing to pay for their own meals. Play proceeds

may provide for registration fees, lodgings and transportation.

Sports are more important than speech events. Which will the student use more—the ability to run with a ball or the ability to meet people and to talk coherently and intellectually with poise and confidence? Both are important and both merit recognition and participation.

The year 1957 is a good time for Missouri school personnel to realize that talented students can gain much from speech festivals.

What may students learn? One definite acquired trait is social growth from association with peers outside their own community. Most teachers who are active participants in interscholastic festivals will agree that these learnings make the school and the student much better.

(1) *The students learn to do research, write original material, memorize, and cut the selections to the correct time.*

Most festivals have events in debate, oratory, extemporaneous speaking, prose and poetry readings, dramatic and humorous declamations, radio news broadcasting, after-dinner speaking, informative speaking and duet acting. The student has to do research to find or write his selection and

learns a great deal from this as well as the actual preparation that follows. A time length is placed on all events so that the student must cut his material with deliberation and foresight. He will learn much from listening to other students give their selections. As he engages in the actual festival, he will become acquainted with materials used by other participants, new ideas of presentation and good literature. The latter is a requirement in festival material.

(2) *The students learn concentration and the ability to speak coherently.*

Most beginning students lack the ability to concentrate. Festivals stress accuracy of presentation. The students soon begin to stay with their material and will soon substitute facts in place of rambling.

(3) *The students have something to do with their leisure time.*

In an article from *Look* magazine, July 23, entitled, "How American Teen-agers Live," the author, Thomas B. Morgan, states that "teenagers are experts at leisure time . . . they have more of it than any other age group." Keeping busy in speech activities helps the students to take part in their school program and to enjoy worthwhile leisure hours.

(4) *The students learn about other schools.*

Many high school students become discouraged with their student government, classes and, occasionally, faculty members. At festivals, they have an opportunity to talk with others about their government, activities and school life in general. Frequently, these students come home with enriched ideas and a much better attitude toward their own institution.

(5) *New campuses, towns and educational sites become a part of their experiences.*

Most teachers find it a thrill to witness the expressions and exclamations of a teen-ager who sees a new city for the first time. Last year one of my students experi-

enced seeing St. Louis and Kansas City. Others were amazed at the Indian reservations in Oklahoma. Historical monuments, museums, art galleries and libraries are always points of interest and the students feel good just knowing they can tell their friends about their wonderful experiences.

(6) *The students learn to budget money, register in hotels, stay away from home and become weekend adults.*

The students paying for their own meals learn to budget their money so they may eat, enjoy a movie or buy sodas. Many have never stayed in hotels and learn the correct procedure of checking in, getting up on time, being quiet and getting dressed by a designated time. These social conventions are first experiences for many who are spending a weekend away from their families, and they enjoy being treated as adults and respond in a gratifying manner.

(7) *The students learn good grooming, bodily poise and posture, table manners, and other social graces.*

Carefully the student observes the teacher as he orders his food, as he puts on his suit or sports outfit and as he converses with newly acquired acquaintances. The teen-ager is now acting as an adult and wishes to live up to his new title. Through close association with his speech teacher, he will listen carefully to explanations of good posture and poise. The teacher, at the end of the year, will see different students, if he has made his explanations tactfully.

(8) *The students develop higher goals, learn to budget their time, and become better students.*

Because of personality and intellectual growth the student sets higher goals for the future than he did at the beginning of the year. Since he is busy with speech and other school activities, he has learned to budget his time, has better study habits and he

usually becomes a much better student and leader in his school program.

Any school administrator who has uttered one of the statements listed in the beginning of this article should investigate the worth of festivals in our Missouri speech program. Start now to raise money for some festivals and see whether the officials aren't soon saying, "Speech festivals are an asset to our school program."

Help build Missouri's reputation in speech activities. Participate in speech festivals. You will like the results.

IMPORTANT EVENTS

JANUARY

- 9 Missouri Music Teachers Association and Missouri Music Educators Association Joint Convention, Hotel Roubidoux, St. Joseph, Jan. 9-10, 1958.
- 20 Missouri Association of School Administrators Winter Meeting, University of Missouri, Columbia, Jan. 20-21, 1958.
- 30 South Central Regional Conference, Department of Classroom Teachers, NEA, Kansas City, Mo., Jan. 30-Feb. 2, 1958.

FEBRUARY

- 22 Regional Convention, American Association of School Administrators, NEA, St. Louis, Mo., Feb. 22-25, 1958.

MARCH

- 30 American Association for Health, Physical Education and Recreation, NEA, 60th National Convention, in cooperation with AAHPER Central District, Kansas City, Mo., March 30-April 3, 1958.
- 31 American Personnel and Guidance Association Convention, Sheraton-Jefferson Hotel, St. Louis, Mo., March 31-April 2, 1958.

APRIL

- 6 International Convention, International Council for Exceptional Children, NEA, Kansas City, Mo., April 6-12, 1958.

JUNE

- 29 National Education Association Annual Convention, Cleveland, Ohio, June 29-July 4, 1958.

JULY

- 14 Annual Reading Conference, Northeast Missouri State Teachers College, Kirksville, Mo., July 14-19, 1958.



Meet the School Social Worker

EVERY teacher and principal has met the "problem" child. This is the child whose personal problems get in the way of his school adjustment; the child who acts out his problems, sometimes without even knowing why.

How many teachers and principals have tried to help this child, only to find that the school difficulties were just a symptom of far deeper problems within the child, his home or his community. How many times have we felt that such problems were blocking the child's right to an education.

It has become the job of the

Every teacher has met the "problem child"

By Marie Hudson and Ted Schmitt,
Pupil Welfare Workers,
Division of Pupil Welfare and
Adjustment, Board of
Education, St. Louis.

school social worker to help the "problem" child, to lift him over his personal barriers, so that he can make some sort of school adjustment.

His responsibility is towards any child who shows disturbance in relation to school attendance, school work, or towards classmates and teachers. Naturally, the school social worker is concerned about the way a child's home and neighborhood affect his adjustment.

In trying to help such a child, the school social worker's first step is to understand the child's whole personality. He talks to the child and his teacher; he visits the parents in the home; he becomes acquainted with any person who is important in the child's life. Gradually, bits of information about the child are pieced together through the skill of the worker, and the child's whole personality begins to come into focus against the background of his school, home and neighborhood.

When this happens, the social worker is able to evaluate the cause of the child's disturbance and how it may be modified. Often, the school psychologist, a psychiatrist, or social workers from other agencies may help the worker arrive at the evaluation.

This evaluation is used to help the school and family obtain a better understanding of the child's problem so they can cope with it. How much it can be used by the child depends upon his age and other factors.

Evaluation Not All

Actually, the school social worker does more than evaluate. He

uses his professional skills to help arouse within the child and his parents an anxiety about the problem, and a desire to want to solve it. He uses his training to help them work towards the solution itself. Often, he will refer them to health and social agencies for further help.

To a lesser degree, he works with the other important persons in the child's life, so that they may give a helping hand also.

Where the social worker concentrates will depend upon where the problem lies.

For example, if the problem seems to lie mostly within the child, he will focus upon the family, and may encourage them to seek help from a family agency.

Lastly, a child's disturbed behavior may result from his social environment more than anything else. He may be getting into trouble because it is the thing to do. Where the neighborhood atmosphere is a breeding ground for delinquent behavior, the social worker may guide the child into more wholesome social activities. The school social worker may cooperate with other professional people to interest the community in providing wholesome social outlets for the child.

It is through such efforts as these, that the school social worker helps the child reach for a better school adjustment. Usually, when the child accomplishes this, it means that he has achieved a better adjustment in all other areas of his life as well.

Professional Relations Of Social Workers

So far, we have concentrated upon the relation of the social worker to the child, his home and the community. There is one other important area to consider, namely the school social worker's relation to the principal, the teacher

and the other professional people within the school.

To describe how the school social worker, the principal, the teacher and the school nurse work together as a team within the school is an article within itself.

We can only point out how important it is for each to understand the professional role of the others, and how necessary it is for them to communicate with each other regularly, not only to help the child, but also to maintain a good perspective of the entire school situation.

So much can be accomplished when they work as a team.

Together, they can evaluate where help is most needed in the school, and plan the most intelligent use of their time.

Together, they can select those children most in need of help. They will select not only the children who act out their problems with truancy and aggression, but also those children who are more passive, but equally disturbed.

Together, they can plan the best way to help these children, not only through their own skills, but also through intelligent use of the school doctor, the school psychologist, the psychological examiners and other resources within the school system. They can plan a more effective use of community resources also.

Together, they can initiate a preventive program for children beginning to show symptoms of disturbed behavior. Since it is very important to help them as soon as possible, they will pay particular attention to the children in kindergarten and the lower grades.

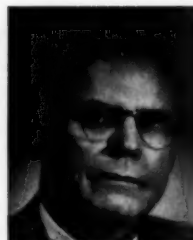
Finally, they can be of inestimable help to each other in the strengthening of ties between the school, home and community.

We have given a very general idea of the role of the school social worker and how he can work with you to help the child. Perhaps, if there is a school social worker at your school, you might ask him for more information.

Officers Installed at the Annual Convention



ROSEMARY BAKER
President



C. H. Lindemeyer
1st V.-President



Earl Gray
2nd V.-President



Grace Gardner
3rd V.-President



Ralph Marcellus
Chairman Ex. Com.



Julia B. Schmidt
V.-Chm. Ex. Com.



Evan Agenstein
Member Ex. Com.



H. Byron Masterson
Member Ex. Com.

Delegates Adopt Resolutions

Missouri State Teachers Association, St. Louis, Nov. 6, 1957

I. Democracy

We affirm that the perpetuation of democracy is dependent upon an educated citizenry; that the public schools contribute significantly to national unity, common purpose, and equality of opportunity among our people and that education is the greatest constructive force at the disposal of democratic people for the solution of their problems.

II. National Security

We believe that our free public schools contribute immeasurably to our national security by the development of moral stamina, physical vigor, mental health, scientific knowledge, basic technical skills and civic competence of our citizens. Full preparedness requires that every youth reach maturity fully qualified for the duties of citizenship in peace or war.

III. International Relations

We pledge our support to the program of international cooperation determined by the action of Congress through various organizations, including the United Nations and UNESCO. We believe that American youth, as a part of their education for citizenship, should learn in school why their country has chosen to follow a policy of international cooperation, how that policy functions, and the significance of joining other sovereign nations as a member of the United Nations. We support the World Confederation of the Organizations of the Teaching Profession as an agency designed to promote international understanding and a closer relationship between teachers in the different countries.

We favor the continued exchange of teachers and students between nations.

IV. Values in Education

We affirm that the purpose of education is the development of each individual for the fullest participation in the American democratic society; that social, civic, economic and vocational competencies are as important as academic literacy.

Moral, ethical and spiritual values have been from the first an indispensable and significant part of the program of the American public schools. We shall continue to employ every means possible to instill high moral principles in our children and youth and join with the home, the church and all other constructive community agencies for this purpose.

V. Teacher Education

Since the quality of the educational program is determined chiefly by the quality and professional competencies of the persons who teach, in the interest of the educational welfare of children and youth we recommend:

(a) A minimum of four years of thorough cultural and professional

preparation for all teachers looking toward the requirement of five years.

(b) The encouragement of students with desirable personal traits, social understandings and high scholastic abilities to enter teaching as a profession.

(c) That the program of the National Council for Accreditation of Teacher Education be implemented.

(d) That Missouri's teacher-education schools and colleges be financed on a level that would provide salaries making it possible to secure the most desirable type of individual to instruct teachers.

(e) A significant increase in the number of public and private scholarships to enable competent young people to enter the teaching profession.

(f) The establishment of Student National Education Association chapters in all institutions educating teachers and FTA clubs in high schools.

VI. Teacher Welfare

To attract to and retain in teaching a sufficient number of professionally qualified teachers we recommend:

(a) Salaries at the professional level for all Missouri teachers paid according to adopted salary schedules with annual increments based upon experience and training which recognize the services and responsibilities of teachers in comparison with those of other professions and which compensate for thorough professional education and in-service growth.

(b) The provision of professional security through adequate provision for tenure and sick leave.

(c) That sex, race or marital status not be a factor in the employment, placement and promotion of personnel.

(d) The establishment of a uniform policy of granting tax exemptions for professional expenses.

(e) Equal tax treatment for all retired persons and urge such further amendments of federal tax laws as may be necessary to achieve this goal.

(f) Attention be given to the benefits to be derived from the establishment of policies of sabbatical leave.

VII. Finance

Mounting school enrollments, rising costs and the need of our children for a high level of education make it imperative that the financial support for schools from the kindergarten through college and university be increased substantially. Our program of state support deserves continuous reappraisal.

We reaffirm that the rights of the individual and the national interest and security place upon the federal government a joint responsibility with the state and the local community to provide adequate education for all. Federal funds should be channeled through the

regularly constituted educational agencies in several states.

We recommend that any legal provision requiring the extension of the educational program or service of the public schools provide for its financing.

VIII. Education Beyond the High School

It is recommended that immediate attention be given to providing opportunity for education beyond the high school for those thousands of additional children and youth now in our elementary and secondary schools.

Especially acute now is the situation in the St. Louis Suburban area where an enormous increase in high school graduates is already being experienced.

IX. General Assembly

We express our appreciation to the Sixty-Ninth General Assembly for the enactment of legislation favorable to public education.

Of special significance were the full financing of the school foundation program for 1957-58 which places state financing of schools on a budgetary basis and the improvement of provisions for retirement.

We urge that the General Assembly continue to provide the funds required under the school foundation program for the second year of the biennium.

X. Integration

Missouri's compliance with the Supreme Court decision relative to public schools has gained national and international acclaim. We commend our pupils, teachers, boards of education, and patrons for this noteworthy achievement.

It is our conviction that any problems relating to integration can be solved by citizens of intelligence and good will working together for the good of all.

XI. Education of the Gifted

In order that potential leaders of our democracy may be fully developed, we recommend that increased attention be given to the education of the gifted as well as other atypical children.

XII. Television

The Association should encourage experimentation and research concerning the judicious use of television in the classroom.

XIII. Professional Associations

(a) We believe that every teacher has a professional responsibility to hold membership in our local, state and national organizations.

(b) We recommend the development of strong local community associations
(See Resolutions Page 23)



SALARY SCHEDULE PRACTICES IN MISSOURI SCHOOLS

BY DR. MARVIN SHAMBERGER

THIS report prepared for the Committee on Teachers Salaries and Term of Office by the Research Division of the Missouri State Teachers Association is based upon information supplied by school districts and an examination of 120 teachers' salary schedules in use in Missouri this school year. While the districts are not in all cases the same as reported in a study last school year, 1957-58 schedules reflect improved salary conditions for Missouri teachers when compared with 1956-57 schedules.

Other data received by the Re-

search Division indicate that the average salary of Missouri teachers this year is approximately \$270 higher than last school year.

Extent of Use of Salary Schedules. Salary schedules are reported in use in 91 per cent of AAA class high school districts, in 74 per cent of AA class high school districts, and 45 per cent of A class high school districts. Reports were received from approximately one-half of the districts maintaining high schools in the state. When the proportion reporting schedules is extended for each classification of district, it appears that 54 per

cent of all high school districts in the state have salary schedules. Because of the greater number of teachers in AAA class schools, it seems that at least two-thirds of Missouri teachers are employed in districts having salary schedules. Some elementary school districts report salary schedules but too few were received for analysis.

Type of Schedule. Most of the schedules reported were single salary schedules, that is, teachers of comparable preparation and experience were paid the same whether working in elementary or secondary schools, and regardless of sex. Among all districts reporting schedules, 87 per cent paid the same in elementary and secondary schools and 95 per cent of schedules provided no difference in pay for men and women.

By classification of schools, all AAA schools, 90 per cent of AA schools, and 73 per cent of A schools make no differential between elementary and high school positions.

With respect to sex, 97 per cent of AAA schools, all AA schools and 96 per cent of A schools report making no difference in salary. Some districts report an additional amount may be paid heads of families or for dependents. These provisions apply for both men and women.

Most schedules provide a gradation of salaries based upon two factors, the level of preparation expressed in number of college hours or degrees and years of ex-

Table A. Distribution of Minimum Salaries for Bachelor's and Master's Degrees by Classification of Schools

Salary to Nearest \$100	AAA Schools		AA Schools		A Schools	
	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree
\$4,200	—	1	—	—	—	—
4,100	—	—	—	—	—	—
4,000	1	6	—	—	—	—
3,900	—	6	—	—	—	1
3,800	3	10	—	3	—	1
3,700	7	8	—	2	—	2
3,600	11	8	3	2	2	4
3,500	5	7	2	2	—	8
3,400	8	6	2	—	5	5
3,300	10	5	—	1	5	6
3,200	7	5	2	6	7	5
3,100	5	1	1	1	7	—
3,000	4	—	5	—	5	4
2,900	2	—	2	1	2	—
2,800	—	—	—	—	3	1
2,700	—	—	1	—	2	—
2,600	—	—	—	—	1	—
Number of schedules	63	63	18	18	39	37
Median of minimum salaries	\$3,394	\$3,644	\$3,150	\$3,400	\$3,143	\$3,400

perience in the district. A few districts report schedules that provide no increments for experience. Such schedules are not shown in the tables below since the minimum and maximum salary would be the same for any level of preparation.

Minimum and Maximum Salaries. The essential features of a salary schedule are the minimum and maximum salaries and the number of years of service and other conditions to be met in moving to the maximum salary.

Table A shows the distribution of minimum salaries paid for Bachelor's and Master's degrees by classification of schools. The median of minimums for the Bachelor's degrees was \$3,394 in AAA schools, \$3,150 in AA schools and \$3,143 in A schools. The medians of minimums for the Master's degree were \$3,644, \$3,400 and \$3,400 for the AAA, AA and A schools respectively. Two class A schools shown in Tables A, B, and C have schedules applicable to only elementary teachers and report minimum and maximum salaries for the Bachelor's degree only.

The distribution of maximum salaries paid for Bachelor's and Master's degrees by classification of schools is shown in Table B. The median of maximums for the Bachelor's degree was \$3,992 in AAA schools, \$3,650 in AA schools and \$3,471 in A schools. The medians of maximums for the Master's degree were \$4,425, \$4,050 and \$3,775 for the AAA, AA and A schools respectively. Maximum salaries indicate what career teachers may expect to receive in a school system and are important in retaining teachers.

Most salary schedules provide for increments or additions to a teacher's salary for each of a specified number of years of satisfactory teaching within the school system. A greater number of increments are usually provided teachers at the higher levels of preparation. A number of schedules were found to have large increments followed

by smaller ones. Increments range from \$250 to \$10.

Table C shows the number of increments at Bachelor's and Master's degree level by classification of schools.

While the information received on many salary schedules does not permit a complete summary of all features of the schedules, some practices may be noted.

Salary Classes. The number of salary classes representing the different levels of preparation recognized in the salary schedules varies from 2 to 11 although only the

Bachelor's and Master's degree classes are shown in Tables A, B, and C. Fewer classes are provided in AAA and AA districts than A districts. More than half of AAA and approximately one-half of AA districts reported 2 or 3 salary classes. Five and six salary classes are most common in A class districts, usually extending to lower levels of preparation.

Placement on Schedule. An experienced teacher new to a school system usually is given some credit for experience in other districts. It appears that a majority of dis-

Table B. Distribution of Maximum Salaries for Bachelor's and Master's Degrees by Classification of Schools

Salary to Nearest \$100	AAA Schools		AA Schools		A Schools	
	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree
\$6,500 & over	—	4	—	—	—	—
6,400	1	3	—	—	—	—
6,300	—	2	—	—	—	—
6,200	3	—	—	—	—	—
6,100	—	2	—	—	—	—
6,000	3	3	—	—	—	—
5,900	2	1	—	—	—	—
5,800	1	—	—	—	—	—
5,700	2	—	—	—	—	—
5,600	2	—	—	—	—	—
5,500	1	1	—	—	—	—
5,400	—	1	—	—	—	—
5,300	1	1	—	2	—	—
5,200	1	3	—	—	—	—
5,100	—	2	1	—	—	—
5,000	2	2	—	1	—	—
4,900	2	—	1	—	—	1
4,800	1	1	1	—	—	—
4,700	—	—	—	—	1	1
4,600	1	2	—	—	—	1
4,500	1	3	—	—	—	—
4,400	1	2	—	1	2	—
4,300	2	4	—	3	—	1
4,200	1	7	1	2	—	3
4,100	—	6	—	—	—	3
4,000	6	4	3	—	2	2
3,900	10	5	1	1	3	2
3,800	7	1	1	1	1	6
3,700	3	3	—	1	1	3
3,600	5	—	—	2	4	3
3,500	2	—	1	1	7	4
3,400	2	—	3	1	3	2
3,300	—	—	1	1	4	2
3,200 & less	—	—	4	1	11	3
Number of schedules	63	63	18	18	39	37
Highest Maximum	\$6,400	\$7,200	\$5,100	\$5,300	\$4,700	\$4,900
Median of Maximums	\$3,992	\$4,425	\$3,650	\$4,050	\$3,471	\$3,775
Lowest Maximum	\$3,400	\$3,700	\$3,000	\$3,200	\$2,900	\$3,100

districts count experience in other districts within specified limits, usually 10 years or less, at one-half value. Other districts will allow full credit for a number of years of teaching experience outside the system, with one district giving credit for as much as seven years. Another solution is to allow credit for experience in other districts as evaluated by the superintendent of schools and approved by the board of education.

Some districts allow credit for military experience.

Quality of Teaching Service. Teachers whose service is considered satisfactory normally may expect to move from one step on the salary schedule to the next, if they have met the requirement for professional growth. A great number of salary schedules state that satisfactory work is a condition for advancing on the schedule or that increments may be withheld for unsatisfactory work. Some provide

that additional increments may be allowed for unusual contributions.

Requirements for Additional Preparation. As a condition of receiving increments on the salary schedule or remaining at the maximum salary, a number of schedules require the earning of additional hours of credit or other evidences of professional growth. For example, a teacher may be required to earn 6 hours of credit every five years. After a teacher has received a Master's degree, a greater time may elapse or less additional credit may be required. Approved travel or participation in work shops may be substituted for earning additional hours in many districts. The requirement for earning additional credit most often is found in AAA schools with the higher maximum salaries. Such requirements are not common in A schools except that teachers having less than a Bachelor's degree may be required to earn additional

credit at a specified rate. Some districts not requiring teachers to attend summer school pay an added amount for credit earned.

Extra Pay for Extra Duties. Additional weeks of employment normally provide for additional compensation. Positions requiring extra hours of work beyond the school day may be paid a specified amount above schedule.

Inclusiveness of Schedules. In many districts the salary schedule provides that certain teaching positions are not covered by the schedule. It may be provided that the board of education may pay above schedule to fill positions in certain areas.

The higher salary schedules in the state are all inclusive of teaching personnel and have schedules for administrators and supervisors. Some class A schedules reported apply only to elementary teachers with all high school teachers paid above schedule. It might be concluded that the more nearly adequate the salary schedule, the easier it is to include all teaching personnel within it.

Initiating New Schedules. In initiating salary schedules, it appears to be accepted policy that no teacher will receive a lower salary as a result of the adoption of a salary schedule. The schedule may provide that those above schedule will receive no increment until the schedule reaches their salary or it may provide that those off schedule will receive an increment determined by the board of education. When a new schedule is adopted a limit may be set on the amount of increase that may be received by a teacher during any year until the schedule is fully implemented. Because of the cost factor, some schedules limit the number of years of previous experience that will be credited or provide that the schedule will be effective only through a given step for a given year. These are restrictions that additional funds will remove.

Table C. The Number of Increments at Bachelor's and Master's Degree Level by Classification of Schools

Number of Increments	AAA Schools		AA Schools		A Schools	
	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree	Bachelor's Degree	Master's Degree
18	1	1	—	—	—	—
17	—	—	—	—	—	—
16	—	1	—	—	—	—
15	2	4	—	—	2	2
14	3	4	—	—	—	—
13	4	5	—	1	1	1
12	9	10	1	2	—	—
11	5	7	1	1	—	1
10	5	3	7	7	7	5
9	3	7	2	1	2	6
8	5	4	1	1	3	2
7	6	3	—	1	6	7
6	10	8	1	1	4	5
5	6	4	—	—	9	4
4	2	1	4	2	2	1
3	2	1	—	—	2	2
2	—	—	—	—	1	1
1	—	—	1	1	—	—
Number of Schedules	63	63	18	18	39	37
Median Number of Increments	9	11	9.5	10	7	7
Range of Increments	\$45-\$250	\$45-\$250	\$10-\$200	\$10-\$200	\$10-\$150	\$10-\$150
Most Common Increment	\$100	\$100	\$50	\$50	\$50	\$50

SECRETARY'S PAGE

Legislation

A SPECIAL session of the Missouri General Assembly is expected to convene soon after the first of the year. It will consider only those subjects designated by the Governor and doubtless will deal largely with the passage of appropriation bills.

Of major concern for schools is the full financing of the foundation program for next school year and the appropriation of funds for the state institutions of higher learning for the fiscal year beginning next July.

It is significant that the Assembly financed in full the foundation program for this year, which was its first opportunity. There is every reason to believe that the same wholesome attitude should prevail.

If you and your community association have not recognized to your Senator and Representative the important school legislation enacted by the last Missouri Legislature, you should do so immediately. It is so easy to forget. Historic will be the provision for retirement unequalled by any state and the placing of state financing of public schools on a budgetary basis.

With increasing enrollments, shifting of population, and rising costs we must continue to interpret our needs on both the state and the local levels.

Our state constitution clearly provides that education is a state function and that "the general assembly shall establish and maintain free public schools." The size and import of this function of government warrants the continuous appraisal of its financing.

THE second session of the 85th Congress convenes in January and will be considering many issues of major concern. One will be the deductibility of professional expenses of teachers from their federal income taxes. Bills are already pending. The only desire is equal treatment with other professions. Efforts will be continued to secure federal assistance for emergency school building construction. The time has come when we have a right to expect our national government to face realistically the educational needs of the country.

Legislative bulletins will be issued regularly as in the past. Let us know if you are desirous of receiving them. Bills will be abstracted as introduced and further information supplied on request. Every effort will be made to keep the teaching group fully informed.

In Brief

MANY schools are securing Missouri flags, especially for their auditoriums. They are available from the Association in cotton, taffeta and nylon.

Reports of committees approved by the Assembly of Delegates in St. Louis, including the resolutions adopted and the auditors report are available on request.

The retirement system this year kept many Missouri teachers in the state and brought others back.

Many communities are headed for trouble if the increasing cost of public schools must be borne by property taxes. Not long ago Missouri was predominantly rural. Today less than one-third of the income of the state comes from real and personal property, which bears two-thirds of the burden of school support.

As long as we continue to educate and make available for placement each year less than half as many teachers as are required to fill vacancies, any thought about catching up with teacher shortage is wishful thinking.

The Missouri hospitality hour for the AASA regional in St. Louis is scheduled for 4:00 P.M., Monday, February 24, Convention Hall, Kiel Auditorium. Red Foley and his Ozark Jubilee will be there. All members of the Association who can attend are cordially invited.

The new AASA pamphlet titled "Stretching the School Building Dollar" answers objectively the efficiency with which school buildings have been constructed. The comparisons of school building costs with other building costs will surprise some people.

The Officers and Staff take this opportunity to wish for you a joyous Holiday Season with health and success throughout the coming year.

Herbert White, principal of Vogt School, introduces Miss Claire Kennedy, exchange teacher from Cumberland, England, to Max Bates, fifth grade teacher. Other newcomers to the R-2 district are, left to right, James Weaver, Nelson Reinhardt and Miss Mary Ellen Henkel.



By Paul B. Koch, Director of Public Relations, Ferguson-Florissant (R-2) District

Beginning

IS THE MOST IMPORTANT PART OF THE WORK

ACCORDING to Plato, in his Republic "The beginning is the most important part of the work." Believing this, the Ferguson-Florissant R-2 School District made careful plans to acquaint its teachers quickly with policies during a three-day orientation session at the start of this school year.

A rapidly expanding school system, which this is, has the real problem of sending its personnel, especially new ones, off on the right foot. Bigness produces complexities which increase the adjustment problems of new teachers. And when 87 teachers—the number itself magnifies the problem—are to be initiated, only a well-planned introduction works. This the R-2 District had.

Several weeks before orientation exercises began, a letter containing the agenda was sent to all teachers from the superintendent's office. Other notices went out to special personnel, the administrative staff and to group leaders. All

were briefed so that each knew his role.

The first day of the orientation program was planned solely for newcomers to the system. J. E. Morris, administrative assistant, welcomed the new teachers, and introduced each. He then introduced V. C. McCluer, superintendent of schools, who also welcomed the teachers. McCluer called upon members of the administrative staff and special personnel who outlined their particular positions, stressing the relationship between them and the teacher. The final part of the program was spent studying the philosophy that underlies school curricula.

Following this a courtesy luncheon was served in the highschool cafeteria.

In the afternoon teachers met with their principals and special personnel, such as the art consultant, for an informal, get-acquainted, semi-business meeting. Closing the day's activities the teachers visited the buildings

where they were assigned. There they were met by the principal and a host teacher.

Entire Staff Meets

On the second day the entire staff met. Each staff met the principal in its assigned building. At this meeting a thorough study was made of policies and plans of that particular school. Special attention was paid to first day and first week activities. The teachers worked privately the rest of the morning.

Meetings with members of the same divisions were held during the afternoon. For example, kindergarten teachers met with each other, grade school teachers discussed mutual problems, etc.

The entire staff assembled again for the final day. Superintendent McCluer addressed the group discussing the job of the modern public school system. Later, officers of the Community Teachers Association, led by President Robert Borgstede, presented

CTA plans for the coming year.

Following a "coke break" special interest group discussions with teacher-leaders took place. Subjects discussed on the elementary level were: Enrichment in the Regular Classroom, Reading Problems, Parent Conferences, Field Trips, Maps and Globes, Creative Writing, Conservation, Homemade Devices, Utilizing Community Resources, Effective Classroom Discipline, Intramural Programs, Out-of-Class Supervision, Sex Education and the Emotional Climate of the Classrooms.

On the secondary level was discussed: Stimulating Critical Thinking, Effective Classroom Discipline, Utilizing Community Resources, Intramural Program, Factors Affecting Grades, What Constitutes a Minimum Testing Program and the 1958 Student Council Convention—The Role of the Host School.

Many teachers approved the proceedings. One novice remarked, "After it (orientation) was over, I had a feeling of belongingness." Another beginning teacher said, "It's good to know where you are and where you are going. And that's exactly what orientation did for me." A veteran highschool teacher thought that the orientation was "especially valuable because the administration presented its policies and what it wants done during the year to the faculty."

Values Gained

From these meetings many values were derived, among which were the following:

- (1) A uniform manner of introducing personnel, especially teachers new to the system, to administrative policies.
- (2) It made it easier to get back into teaching routine.
- (3) It developed a beginning for some and an extension for others of the "esprit de corps"
- (4) It brought people of like interests together.
- (5) It enabled teachers to coordinate their activities.

(6) Teachers learned from other professional people.

(7) It provided leadership for both the teaching and administrative staffs.

(8) It pointed out that teachers do not work in compartments but that much instruction cuts across

grades and subject matter areas.

(9) It gave an opportunity to plan and to think professionally.

If the "beginning is the most important part of the work," then the R-2 District ought to be well on its way to a most successful year.

A Letter to the Elementary School Principals, MSTA

Grant School
Columbia, Missouri
December 1, 1957

Dear Principal:

"How Competent Principals Help Teachers in the Classroom" has been selected this year's theme and spring conference topic by the executive committee of the Department of Elementary School Principals. This theme is in keeping with the goal adopted for the next few years, "Developing Our Competencies as Elementary School Principals."

The executive committee has also set up five discussion areas for our spring meeting. These are (1) the gifted child, (2) the individualized reading program, (3) implementing instructional materials, (4) preparation of instructional units and (5) the slow learner.

At our sectional meetings this winter we should discuss these areas. Then the spring conference will serve to culminate our study.

In addition, the committee has approved a yearly budget of \$1,430. This covers expenses of the secretary-treasurer, publication of the bulletin, convention expenses for officers, program expenses and an allotment of \$300 to the policy and plans committee. This committee was enlarged to include sending representatives into areas where programs need to be developed.

The entire budget except for a departmental allotment from MSTA is met by \$2 annual dues. I am sure we are just beginning to make ourselves felt as an organized group for improving the status of elementary school principals. If we are to continue in this field we must have adequate finances.

Please clip the form below, fill out properly and mail today with your \$2 dues to Paul G. Fleeman, Grant School, Columbia.

Thanks for your continued cooperation.

Your secretary-treasurer,
Paul G. Fleeman
Grant School
Columbia, Missouri

DEPARTMENT OF ELEMENTARY SCHOOL PRINCIPALS—M.S.T.A.

Name
School
Address
Street City

Must Work for Tax Relief

TAX relief may be in sight for teachers soon if Congress votes to amend the Internal Revenue Code and permits teachers to deduct professional expenses from their income tax as doctors and lawyers do now.

According to Dr. James McCaskill, executive secretary of the NEA Legislative Commission, enactment of the King-Jenkins bills (HR 4662 and HR 5477) already pending in the House and Senate would have "tangible, beneficial effects for teachers."

At present teachers may deduct the cost of educational courses in computing federal income tax only if the courses meet these requirements:

(1) They must be primarily for established members of the profession.

(2) They must be of short duration.

(3) They must not be taken for academic credit except when the employer requires it to maintain salary, status, or employment. These exceptions are not allowable if the courses result in (a) obtaining a different position, (b) entry into new employment or into a specialized field, (c) substantially enhancing a teacher's reputation, or (d) advancing him in salary or professional prestige.

Since these conditions almost inevitably result when a teacher obtains additional professional training, this means that teachers almost always lack the privilege of deducting professional educational expenses.

Doctors and lawyers can deduct expenses of refresher courses from their income tax returns without regard to the enhancement of their professional reputation, earning capacity, or professional status or prestige. Dr. McCaskill states,

"What we want is justice—equal treatment with other professions. We'll have to work hard to achieve this, but I'm confident that it can be done."

The House Ways and Means Committee will begin hearings on a general tax revision bill in January. McCaskill says there is little chance of teacher tax relief being included when the bill is reported out of committee in late February or early March unless public opinion is aroused in its support.

He points out the U. S. Treasury Department has already sent the committee a letter opposing HR 4662. In addition, NEA efforts until now have been concentrated on the school construc-

tion bill and little has been done to arouse membership interest in the tax proposal. However, 17 bills identical with HR 4662 and eight others very similar have been introduced into Congress.

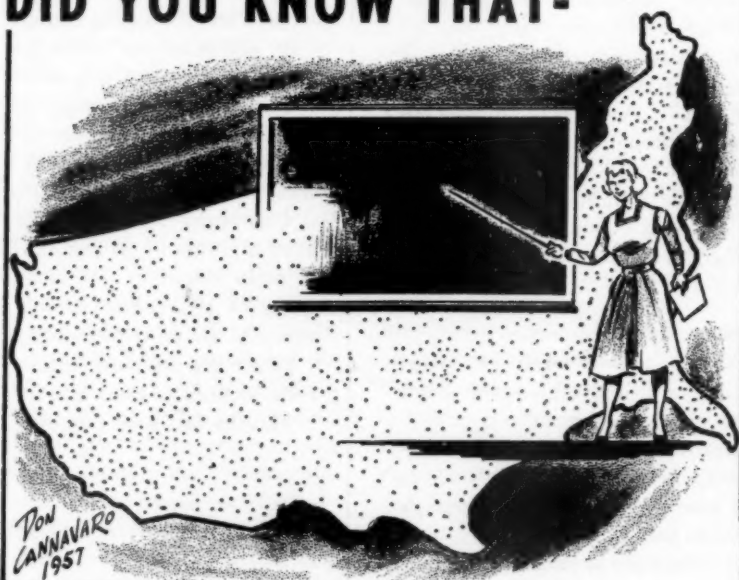
To publicize the need for tax relief, the NEA is planning two series of meetings. The first will be held in Washington, D. C. for persons interested in the King-Jenkins bills who live in the 25 congressional districts represented by members of the House Ways and Means Committee.

The second is planned for each of the districts which Congressmen on the committee represent.

The NEA also has prepared a leaflet on the King-Jenkins bills which will be distributed in large quantities to state and local education associations.

On the local level it requests each teacher to visit with or write his congressman regarding this proposal.

DID YOU KNOW THAT-



THE NEA HAS, IN ITS CENTENNIAL YEAR, **700,000** MEMBERS, AND AFFILIATED ASSOCIATIONS IN **52** STATES AND TERRITORIES, AND IN MORE THAN **6,000** LOCAL COMMUNITIES?

Items of Interest

Ben W. Smithee of Bono, Arkansas, is the new highschool principal at Naylor.

Nellie Hart Sterling of Warrensburg, a career teacher having served in the public schools of this state for 49 years, will retire at the end of this school year.

H. E. Mueller, associate director of admissions at the University of Missouri, was recently elected president of the Missouri Association of College Registrars and Admission Officers at a meeting held at Stephens College.

Mrs. Marjorie Byrd, Westport high-school English teacher, Kansas City, and William Walter Lowe, Jr. were married Oct. 3. Mrs. Lowe has been a faculty member of the English department for two years. Mr. Lowe is a contractor and musician.

R. V. Shinkle is the new superintendent at Drexel succeeding E. L. Crayton who resigned to accept the post in the Kansas City, Mo. system. Mr. Shinkle has recently been teaching and serving as administrator in the state of Kansas and formerly was superintendent at Bogard, Mo.

Mattie Opal Rees has been elected as a sixth grade teacher at Warrensburg to replace Mrs. Mary K. Brookshier who has been granted a leave of absence for the rest of the year due to illness in her family.

Racine Sims of St. Louis has been employed to teach in the Dunbar elementary school in Kinloch. She replaces Vernice Fisher who resigned to accept a teaching position in the St. Louis system.

Nina Lee Burdick, mathematics teacher, Desloge highschool, for the past 2 years, and vocational home economics teacher in the Centerville school previously, sailed in August for Japan where she is employed as a teacher in the U. S. Air Force Dependents School.

Dr. Clifton Bell, superintendent, Farmington public schools, was recently appointed by Governor James T. Blair, Jr., to the new Coordinating Commission for the Handicapped. The Commission is charged with the responsibility of making a continuing study of the care, training, and educational programs for handicapped persons.

John Dowsing of Holly Springs, Mississippi, has been appointed to teach the seventh grade in the Dunbar school of Kinloch.

Estelle Milovich, art supervisor in the Ritenour School District and well-known St. Louis artist, was presented with a certificate for 10 years of service to Washington University at ceremonies there last month. Mrs. Milovich, who teaches art education in the University College as well as during the summer sessions, was given the recognition by Chancellor Ethan A. H. Shepley and Dean E. S. Brandenburg of the University College.

Rex R. Wyrick, superintendent, Warrensburg public schools, has announced the board of education let on Nov. 19 bids on a five-room addition to the Southeast elementary school.

Jesse H. Stinson, at one time superintendent of the Butler, Mo. schools, recently sent in his subscription to **School and Community**. Mr. Stinson is continuing as superintendent of the Antilles Consolidated Schools, Fort Buchanan, Puerto Rico.

Lawrence Miner, superintendent, Appleton public schools, has announced this system is completing an eight-room elementary building and doing extensive repairs to the highschool and Rockville elementary buildings. The total cost will be \$225,000.

C. C. Baker, superintendent of the Cassville consolidated schools, reports that the faculty of this system has again enrolled 100% in the National Education Association and the Missouri State Teachers Association. This is the fifth consecutive year for this professional achievement.

Gene Kirkham, Colorado Springs, Colorado, is serving as elementary supervisor in the Alton, Missouri system. This is a new position filled for the first time this year according to Superintendent Walter England.

Buena Stolberg, Webster Groves, served as chairman of the Study Conference on Professional Salary Schedules for the National Department of Classroom Teachers held at the National Education Association Headquarters Building, Washington, D. C., November 29 and 30.

Laura Allman, Ferguson highschool, has been named student president of the National Association of Student Councils (of the National Association of Secondary School Principals) to serve a term ending June, 1958. She will be student chairman of the annual national convention of the NASC to be held in the Ferguson highschool June 22-26, 1958.

Daisy Deen Peery, a primary teacher in the Houston schools for the past five years, is currently teaching a second grade in the Webb City schools.

Dr. H. Byron Masterson, superintendent, Kennett, has been reappointed to the Board of Curators of Lincoln University.

Bert Rice, music teacher at Marshfield last year, is now located at Fredricktown.

Bob Crow, formerly music instructor at Kahoka, is now at Trenton.

Frank Lindhorst has succeeded Mr. Crow as music instructor at Kahoka. He taught last year at Hamilton.

Patricia Pierce, piano instructor at Southwest Missouri State College, is studying in Frankfurt, Germany, on a Fulbright Scholarship.

Wayne Kidwell, music teacher at Stanberry last year, is now supervisor of music for the Eugene system.

Marvin Messick is the new elementary principal in the Appleton City R-2 system.

Fred Donald Boercker and **Fredrick Keller Boyd**, Webster Groves teachers, have been awarded National Science Foundation fellowships to enroll in a "Supplementary Training Program for Highschool Science and Mathematics Teachers."

G. V. Burnett, a former administrator in the Missouri public schools and now principal of the El Monte High School, El Monte, California, recently renewed his subscription to **School and Community**. Mr. Burnett in addition to his school duties is serving as president of the Rotary Club in El Monte and secretary of the district principals' association.

James W. Newell, teacher, Manual highschool, Kansas City, is the new coordinator of vocational education for the Kansas City system.

Dr. Charles E. Garner, who has been acting superintendent of the Webster Groves school district, was recently recognized by this system's board of education for the work that he has done in this capacity. The board presented Dr. Garner with an inscribed gold watch.

Mrs. Edith Rush has been employed as lower grade teacher in the Wilson school in R-4 district of Ripley County. She replaces Mrs. Laura Sue Hoefler who resigned.

Barbara Ferguson is the new high-school teacher at Fredericktown.

Gwendolyn J. Gaines has started her teaching career in the highschool at Festus.

Janet M. Heavin Blaise has been employed as an elementary teacher in the Rolla system.

Shirley Gentry is teaching in the elementary grades in the Novinger district. She graduated from Central College, Fayette.

Cecil B. Stevenson has been appointed by the Lancaster board of education to teach in the highschool.

Shirley H. Tipton has been elected by the Brunswick board of education to teach in the elementary system. She is a graduate of Central College, Fayette.

Sandra K. Peter has started her teaching career in the Palmyra high-school.

Philip J. Hickey, Superintendent of Instruction, St. Louis Public Schools is the author of an article "Salute To Youth" which appeared in the *Optimist* magazine special edition November 1957.

Juanita Cannon, who formerly taught in the St. Clair and Rogersville, Mo. systems, has been added to the elementary teaching staff of the Springfield system.

Lucille Schebaum and **Carol Wilson**, both R-3 highschool teachers, Warren County, toured Europe this past summer.

John H. Bailey, superintendent, Aurora public schools, has been appointed by Dr. Clifton Bell, president, Missouri Association of School Administrators, to serve as membership recruiter for the American Association of School Administrators for the state of Missouri.

Dr. Frank Heagerty, superintendent of Lebanon public schools, was recently appointed by President Philip J. Hickey, American Association of School Administrators, to serve on this organization's advisory council for a term expiring May 31, 1960.

Barbara Gromer, a graduate of Northwest State College, Maryville, is teaching home economics at Sheridan.

Dr. Donald G. Tarbet, associate professor of education, University of North Carolina, Chapel Hill, and former principal of the Warrensburg, Mo. highschool, taught last summer at the University of Colorado. Dr. Tarbet's work at the University of North Carolina consists in teaching classes in secondary education, administration, curriculum and some work in guidance. He is serving his third year as program coordinator for the television programs sponsored by the School of Education over WUNC-TV.

V. Carl Ilgen, principal of the Pershing elementary school, University City, has been granted a year's leave of absence for reasons of health. Frank H. Duval, a 6th grade teacher, has been appointed acting principal to serve during Mr. Ilgen's absence.

Donald Compton has been elected to teach mathematics in the Valley Highschool, Caledonia, Mo. He succeeds Bob Scott who was inducted into the Armed Forces Oct. 10.

Robert W. Townsend, superintendent, Reeds Spring, reports the completion of a \$20,000 industrial arts building, Nov. 15. Dan Torbett, graduate of Arkansas State College, is the instructor.

Betty Martin, a graduate of Southwest State College, is now teaching vocational home economics in the Appleton City highschool.

Chester L. Dickerson, a recent graduate of Central College, Fayette, is now teaching in the highschool at Keytesville.

Jim Brockman, principal, Lee's Summit senior highschool, has been appointed by the Missouri Association of Secondary Principals to be on the

Southeastern Area Committee for the National Honor Society and National Junior Honor Society which is sponsored by the National Association of Secondary School Principals. This committee met at the Dinkler Plaza Hotel in Atlanta, Georgia, on Oct. 25.

Ben Freiberger, county superintendent of Callaway County schools, reports progress is being made on several building programs in this county. A new building is being constructed at Millersburg. Reorganized R-1 elementary and R-2 highschool districts have a building program underway. Summit C-2 is planning a \$600,000 addition to their building built four years ago.

ARTICLE DESCRIBES JOPLIN PROGRAM

The Joplin, Missouri Public School reading program is the subject of a feature article that appeared in the October 26 issue of the *Saturday Evening Post*.

Entitled "Johnny Can Read in Joplin" the dramatic story of the Joplin reading program is described by Roul Tunley.



"BUT CHILDREN - JUST THINK HOW FOOL IT WILL BE WHEN HOT WEATHER COMES!"

DEPT. OF CORRECTION TEACHERS JOIN MSTA

The teachers in the Missouri State Department of Corrections are enrolled 100% in the Association. The increased emphasis in education for rehabilitation is significant and the progress being made encouraging.

100% NEA Enrollment

The following cities and county have reported 100% enrollment of faculties in the National Education Association for 1957-58. The figure at the right of the city indicates these schools have been enrolled 100% since the indicated year.

Missouri has a membership goal of 17,500 for the current term. If you haven't enrolled in your National Education Association, do so today. Send your enrollments to National Education Association, 1201 Sixteenth St., N. W., Washington 6, D. C., dues \$10.00.

Congratulations to the following cities and county upon achieving this professional goal.

County	Date
Adair	1954
City	Date
Ash Grove	1948
Aurora	1946
Bolivar	1947
Bonne Terre	1948
Brashear	1955
Brentwood	1946
Caruthersville	1956
Clayton	1924
Couch (Myrtle)	1954
Crystal City	1955
Diamond	1955
East Prairie	1955
Eldon	1948
El Dorado Springs	1953
Farmington	1948
Fredericktown	1954
Hannibal	1951
Hazelwood	1953
Jackson	1950
Kennett	1949
Kirkville	1957
Ladue	1939
Lamar	1948
Lexington	1957
Liberty	1948
Macon	1956
Marshall	1947
Maryville	1928
Mexico	1950
Miami	1954
Miller	1946
Moberly	1957
Monett	1957
Mountain Grove	1950
Mt. Vernon	1947
Normandy	1938
Osceola	1951
Owensville	1952
Poplar Bluff	1956
Sikeston	1950
Slater	1947
Springfield	1947
Trenton	1943
Washington	1951
Winfield	1944

INFORMATION WANTED ABOUT W. P. JOHNSON

W. P. Johnson, founder of the Webster Publishing Company, is recognized



W. P. Johnson, developer and promoter of the first successful workbook, and founder of the Webster Publishing Co. in St. Louis.

in educational circles as the man who developed and promoted the first successful workbook.

This was in 1923 and since that time the workbook has progressed from the crude article that it was originally to a highly specialized, colorful and widely used teaching aid.

Today, more workbooks are sold than textbooks.

Currently, W. P. Johnson is the subject of a biography in preparation. Biographical material about him appeared in feature articles in Time magazine, the St. Louis Globe-Democrat, Who's Who in Education and numerous other media.

Lacking in these articles are humorous stories, and anecdotes about him from his educator friends.

He was formerly a salesman for Longmans Green and Co. before founding his own company, and had a wide acquaintanceship with educators throughout Missouri.

E. Q. Johnson, executive vice president of the Webster Publishing Co., is collecting this material and is anxious to contact people who knew Mr. Johnson during the early days of the workbook and the Webster Publishing Co. E. Q. Johnson can be reached at 1808 Washington Avenue, St. Louis 3, Missouri.

TRUCKING INDUSTRY GIVES SCHOLARSHIPS

Miss Mary Ann Bisges, Osage Bend, was last year's winner of the \$500 state-wide scholarship essay contest sponsored by the Missouri Bus and Truck Association.

The eldest of four children of Mr. and Mrs. Leo J. Bisges, Mary Ann was graduated from Helias Parochial highschool, Jefferson City, in May. She now attends Lincoln University where she is studying elementary education.

Second place winner was Miss Beverly Fawcett, St. Louis, who received \$150. She is a graduate of Hazelwood highschool and now attends Washington University.

Third prize of \$100 went to Miss Melissa Price, now attending Texas Christian University. Her highschool was Central in St. Joseph.

The prizes were awarded on the basis of a 1,500-word essay in addition to an outstanding scholastic record.

HIGHSCHOOLS SET COLLEGE DAYS

Ten highschools have scheduled College Days through the state Committee on Highschool-College Relations, according to Dr. Robert F. Whaley, chairman. The dates are:

North Kansas City, December 4, evening (Liberty and Park Hill high schools also invited).

Grandview, December 5, during the day.

Raytown, December 5, 7:30 p.m.

Lexington, December 6, 1-3:30 p.m.

Shelbina, February 4 (Paris and Monroe City invited).

Louisiana, February 5 (Pike County Schools).

Chillicothe and Brookfield (tentative), February 6.

Sullivan (tentative), February 17.

Marshfield, February 18.

Lebanon, February 19.

Dr. Whaley will assist other high schools in arranging meetings with college representatives. He is principal of the North Kansas City highschool.

PAMPHLET DESCRIBES TEENAGE DOPE ADDICTS

"What Secondary Schools Can Do About Teenage Narcotics Addiction" gives background information for teachers on why juveniles are drug addicts, the effects of different types of drugs and methods of presenting class health programs to show pupils the dangers in taking drugs.

The 27-page pamphlet is published by the New York City Board of Education.

It points out that drug addicts are not furtive criminals inclined to viciousness but are sick people who are emotionally insecure or physically ill and who become addicted to drugs to escape from physical pain, frustration, feelings of insecurity or an unwholesome environment.

An appendix on narcotics legislation and a special section on detection, referral and treatment is included.

The pamphlet costs 10 cents from the Board of Education, Publication Sales Office, 110 Livingston St., Brooklyn 1, N. Y.

MUCH AID AVAILABLE TO COLLEGE STUDENTS

The value of scholarships available to undergraduate college students has increased almost 2½ times in a five-year period, the Office of Education announces.

In 1955-56 there were 237,000 scholarships valued at \$65.7 million compared with 124,000 scholarships worth \$27 million in 1950-51. Altogether scholarships, loans and campus employment available to college students amounted to more than \$144 million in 1955-56.

Data to help parents, students and educators know where financial aid is available and how much is listed in a new bulletin, "Financial Aid for College Students: Undergraduate." It is available from the Government Printing Office, Washington 25, D. C. for one dollar.

AFTON SCHOOLS KEEP PACE WITH COMMUNITY

For over 100 years Afton schools have kept pace with the growth of their community.

Back in October 1857 the school system consisted of a one-room rock building in a farming town. Today Afton is an expanding suburban community on the fringes of St. Louis, and its school district has three elementary schools, a junior high, a new senior high, a new elementary school under construction, and a new junior high planned. It enrolls 3,358 pupils and employs 152 teachers.

As recently as 25 years ago, when Charles J. Mesnier became superintendent, there were fewer than 300 students, 12 teachers and several grades were taught in one room.

"I can remember when truck gardeners used to say their child had finished school. I knew that meant eighth grade. Now practically all youngsters go to high school and last year 54 per cent of our high school graduates went on to college," Mr. Mesnier says.

The district held a centennial celebration last Oct. 11, 12 and 13 complete with a German band, beards and the opening of the cornerstone. Pictures of the early Afton schools were displayed. One showed two teachers, 56 students and one horse posed in front of the original building.

Another showed a brick building built in 1904. It had only four rooms which sufficed until 1929 when four more rooms were added. High school classes were held in the basement starting in 1930.

Mesnier came to Afton in 1933. A native of St. Louis, he has an M.A. from Washington University and has done graduate work at Columbia and Missouri University. Under his leadership, the school board has been buying sites on the basis of advance surveys and planning building programs.

A lot has happened since that old rock school was built.

NORTHEAST PRINCIPALS HOLD MACON MEETING

"New Strides in Education" was the theme of the Northeast Elementary School Principals' Assn. district meeting Nov. 15 in Macon.

L. E. Phelps, superintendent of Macon schools, spoke on "The Forward Look in Education." Mrs. V. L. Drain directed a grade school chorus. Mrs. Marjorie Norton discussed elementary guidance in Macon.

During the afternoon, the principals and supervisors divided into 10 groups to discuss charity drives, textbook adoption, school sales, lunch room supervision and other administrative responsibilities. Leland Jenkins, Macon elementary school principal, evaluated the discussions.

Officers of the association are Charles Gingrich, Troy, President; Harry L. Plenge, Kahoka, vice-president; Mary V. Ragland, Madison, secretary-treasurer.

SOCIAL STUDIES MUST MOVE TO THE JET AGE

Bringing social studies up to the jet age is discussed in a new report by the National Council for Social Studies, an NEA department. It relates teaching to changes in agriculture, medicine and industry.

Social studies is expected to teach students how to live with existing institutions and prevailing ideals. But the report states science has changed the whole base in which society exists. This makes the study of scientific impact "virtually mandatory if we are to fulfill the professed social studies aims."

For example television and its social significance falls well within the area of high school modern problems classes, the study continues. Automation is another subject that should not be ignored in class.

The 270-page report, titled "Science and the Social Studies," costs \$4.00 from the NEA, 1201 Sixteenth St., N.W., Washington 6, D. C.

SERIOUS LACK SEEN OF COMPETENT TEACHERS

"The Postwar Struggle to Provide Competent Teachers" reviews the teacher supply and demand picture over the past decade. The 28-page study published by the NEA Research Division, predicts the struggle to provide competent teachers "casts its shadow far into the future."

"Recent developments have greatly increased America's need for scientists and engineers," the report says. "The supply of new teaching candidates in science and mathematics fell precipitately from 1950 to 1955, and the modest increase recently does not compensate for that loss."

"Moreover, the aggressive competition of other occupations for this inadequate supply makes even more difficult

the task of staffing the schools."

The study shows that the loss of teaching candidates is substantial from all areas of teaching preparation but most acute in the science and math fields.

Other teaching fields from which candidates are most likely to be attracted elsewhere include commercial subjects, agriculture, industrial art and home economics. Graduates prepared to teach music, art, English, foreign languages and social studies are more likely to enter teaching.

BOOKLET SUMMARIZES 322 MUSIC PROGRAMS

"A Study of Instrumental Music in 322 School Systems" summarizes the first extensive survey of music programs offered in the public schools. Prepared by the American Music Conference, the survey covered school systems of all sizes in all 48 states.

All of the systems studied have one or more bands and 75 per cent have at least one orchestra. In 85 per cent of the high schools there is a band and in 29 per cent an orchestra. More students take part in music activities in high school than in elective athletic programs; participation is 30 per cent for music and 22 per cent for athletics, the survey concluded.

On the elementary level the report showed 94 per cent of the systems have specialized music teachers. Instrumental classes are conducted in 84 per cent.

The summary is available free from the American Music Conference, 332 South Michigan Ave., Chicago 4, Ill.

PARENTS AND SCHOOLS ARE STUDIED BY NEA

How teachers can gain the cooperation of parents to benefit both the child and the community is discussed in a study, "Parents and the Schools," published by the NEA. This 310-page book summarizes the views of 61 experts.

These authorities agree that problems facing the schools and their communities are: How far can parents go in planning the curriculum and other professional matters? What effects do cultural influences have on home-school cooperation? What legal questions arise from parent participation in school activities?

However, the study goes on, parents must understand different grading systems, remedial classes, guidance procedures, increased flexibility in the modern curriculum and group processes in the classroom if the schools succeed in interesting communities in educational progress.

The report points out that there is no set pattern guaranteeing successful school-parent relationships. It describes programs undertaken with varying success across the country. It costs \$3.50 from the NEA, 1201 Sixteenth St., N.W., Washington 6, D. C.

POPLAR BLUFF TEACHERS ENROLL 100%

The faculty of the Poplar Bluff public school system has enrolled 100% in the National Education Association, the Missouri State Teachers Association and the local community teachers association.

This is indeed a mark of a professional group.

NEW JUVENILE BOOK PICTURES OMAHAS

"O'po of the Omaha" is a new juvenile book by a Missouri author, Pearl Haley Patrick of Kansas City. Mrs. Patrick spent several years of research at the Library of Congress on the Omaha Indians. Her book covers four years in the life of an Indian boy in the 1850's when his tribe's orderly way of life was threatened by the encroaching white civilization.

The summer buffalo hunt, the setting up of the tribal circle, two small attacks by Sioux and the doom of the Indian culture as the buffalo were killed and frightened away are features of the plot.

Daily life of the tribe, its religion, traditions, housing and reaction to the white men going across its hunting grounds are pictured.

Mrs. Patrick was born on a farm near Marceline. She has lived in Kansas City for 30 years except for eight years in Washington, D. C. She studied a year at the Missouri University School of Journalism. Her first article appeared in the old "Youth's Companion."

A Million Or More By '64

A filmstrip in color on the National Education Association program of expanded services has been prepared and is available under the title "A Million or More by '64." This filmstrip which has a running time of 13½ minutes will help leaders in local community teacher associations to explain the NEA program of expanded services, why and how it was developed and what is being done now to put it into effect.

Each filmstrip is accompanied by a tape-recorded narration with background music (plays at 7½ speed on any tape recorder).

Leaders will find that this new filmstrip may be used as a program feature, complete, ready-made or better still use it as an opener for panel or group discussions.

Your Missouri State Teachers Association has four prints of the filmstrip that are available free of charge to those who will send their request to Columbia, Missouri.

REORGANIZED UNIT MERGES 21 DISTRICTS

Voters in 21 Ralls County school districts approved on Oct. 29 by a vote of 869 for to 221 against a school district reorganization plan.

The new unit containing 269 square miles includes the three highschool districts of Center, Perry and New London and 18 rural school districts.

Total assessed valuation of the new unit will be approximately \$7 million.

JANIE HELPS PARENTS UNDERSTAND READING

"Janie Learns to Read" is a handbook for parents whose children will soon learn to read. In fiction form, it describes Janie's first experiences at school and her teacher's use of modern tools for reading readiness-experience charts, wall charts, the readiness book, the pre-primer and the beginning of phonics.

The handbook discusses how parents can help teach reading by recognizing that each child has his own personal private timetable for growth and learning, answering the child's many questions, providing a warm family climate of security and working closely with the school and teacher.

Expressions like "reading readiness" and "context clues" are also explained. The handbook, prepared by the National School Public Relations Assn. and the NEA Department of Elementary School Principals may be ordered from either agency at 1201 16th St., N.W., Washington 6, D. C.

Single copies are 50 cents, multiple copies, less.

INTEGRATION STEPS LISTED IN PAMPHLET

"A Guide to School Integration" outlines preparatory action needed in the community and discusses responsibilities of the schools themselves in easing the transition from segregation to integration. It was written by Jean D. Grambs under the supervision of the American Psychological Association.

As the first step she suggests formation of a planning group representing all community segments. "At the same time," Dr. Grambs emphasizes, "school personnel ought to look into problems that may well come with desegregation's advent."

It is particularly important, she continues, to understand the attitudes of the Negro child. "Not only may a Negro child feel that he is probably not very good anyway, but most of the pressures around him tell him that there is no point trying to succeed . . . Ambition, for a Negro, is too often spelled 'heart-break.'"

The 25 cent pamphlet is available from the Public Affairs Committee, a nonprofit educational organization located at 22 East 38 St., N. Y.

SPRINGFIELD ISSUES POLICY GUIDEBOOK

A 112-page revised Manual of Operations for the Springfield Public Schools, outlining policies, organization, philosophy and procedures for all phases of the operation of the school system, is being issued to all employees this fall.

The reorganized guidebook for personnel was written and edited last summer by members of the Administrative Board in cooperation with representatives of many interested groups. Members of the executive committee of the Springfield Community Teachers Association reviewed the contents of the new Manual of Operations, recommended several changes and additions of material, and assisted in the final editing of the Manual.

Resolutions

(Continued from Page 11)

of sufficient size to be effective in determining educational policies and legislation.

(c) It is recommended that membership on professional committees on all levels be composed of persons who are active and interested in the work of the local community associations.

XIV. Division of Public Schools

We commend the leadership of the State Department of Education and pledge our continued cooperation. We deem of special significance to public education in Missouri:

- (a) Continued progress in school district reorganization which has reduced since 1948 by two-thirds the number of school districts in Missouri.
- (b) The leadership provided in the transportation of school children.
- (c) The increased professional preparation of teachers during a period of extreme shortage.
- (d) The leadership provided in curriculum development.

XV. Appreciation

The Missouri State Teachers Association expresses its appreciation to St. Louis for all the courtesies extended for the comfort and convenience of the membership attending the Convention. Special thanks are given to the administration, faculty, and pupils of the St. Louis Public Schools, to the St. Louis Board of Education and to the local committees in St. Louis for their careful attention to details looking toward the smooth running of the Convention, to the press and to the radio and to all persons who in any way contributed to the success of the Convention. The Missouri State Teachers Association expresses appreciation to the officers and committees and to the Executive Secretary and the staff for leadership throughout the year on behalf of public education in Missouri.

STUDENTS, PARENTS STUDY CITIZENSHIP

Students and parents at the H. P. Study School, Springfield, this fall will devote considerable time to a joint study designed to place into effect a new "Good Citizenship Code for Parents and Youth" which was developed during the 1956-57 school year.

The new code, which was printed this summer under supervision of Principal Ralph Hamilton, describes in its introduction the history of its development.

Topics included in the code are: allowance, hobbies and skills, home duties, curfew, neatness and appearance, nutrition, homework and study, church and religious training, radio and television use, motion pictures, school attendance, preparation for future living, cooperation, courtesy, moral and spiritual values, loyalty, safety, clean habits, sportsmanship, respect for property, respect for people, respect for authority, obedience, promptness, and getting along with others.

MISS HORN RETIRES AT MARCELINE

Belle D. Horn, social science teacher at the Marceline High School since January, 1932, retired in November due to illness in her family.

To honor her, the Marceline High School band presented a surprise program "This Is Your Life, Belle Horn" during half-time at a home football game and the crowd gave her a standing ovation.

The Marcello, the highschool annual, was dedicated to Miss Horn, "Our Silver Belle," in 1952, her silver anniversary in the Marceline system.

She began in 1907 teaching in the rural schools of Clark and Scotland county. Before moving to Marceline she taught elementary grades at Rutledge and was the elementary principal at Memphis.

NEW MANUAL OUTLINES STATE CERTIFICATION

The fourth edition of a "Manual on Certification Requirements for School Personnel" is now out. This biennial report covers current trends and practices in certification in the 48 states and territorial jurisdictions of the United States.

It lists all colleges and universities approved by each state for teacher education and the area programs for which the schools are approved.

Much new material has been added. Basic and minimum requirements are given for all academic and special teaching fields. Descriptions of state certificate requirements are presented in a more readable form. Title of all course requirements are listed in full.

The volume will be of special use to guidance and counseling personnel.

It may be ordered from the NEA, 1201 Sixteenth St., N.W., Washington 6, D. C., for \$2.00.

SIKESTON BUSINESSMEN HONOR LYNN TWITTY

Lynn Twitty, Sikeston school superintendent, was recently honored



LYNN TWITTY

with a plaque from the Sikeston Chamber of Commerce.

The inscription read "to Lynn Twitty, for his dedicated service toward the educational life of Sikeston."

After the presentation, Twitty spoke at the Chamber's regular monthly meeting on "Sikeston's Biggest Business—the School System." He said that by 1961 the community must build a new highschool to accommodate 1,000 students.

The building will cost at least \$1½ million. Last year a special building levy was introduced which will bring in \$425,000 by 1961.

At that time the bonding capacity of the district will be \$450,000. This leaves about half a million dollars that the community must raise in other ways.

'BOOKS ON EXHIBIT' IS TRAVELING DISPLAY

"Books on Exhibit," a traveling display of new juvenile books, is being sponsored in Missouri this year by the School Librarians Association. The 600 books included cover all grades from kindergarten through highschool with 32 subject categories ranging from adventure to verse.

The display makes available to schools and libraries a representative collection of junior library books so that busy teachers and librarians can select books quickly and parents can see the best in children's and adolescents' literature. No orders will be solicited or accepted by salesmen traveling with the exhibit since it is a promotional exhibit.

The books may be purchased from the Pupils Reading Circle Department, Missouri State Teachers Association,

Columbia, Mo., or the regular trade sources. A complete annotated catalogue is available.

Communities scheduled to have the exhibit are Troy, Flat River, Rolla, Cape Girardeau, Springfield, Lebanon, St. Joseph, Albany, Macon and Jefferson City. Other places may be added later.

The display has previously been in 35 states but this is its first year in Missouri.

The public relations committee of the librarians association is directing the project. Cleo Scheer, Troy, is chairman. Other committee members are Viola Brandt, Mrs. Kenneth Campbell, Delma Cobble, Fred Cole, Alice Golden, Troy E. Herni, Leonard Jones, Mrs. J. R. Kratochvil, Mrs. Vangie Leist, A. P. Marshall, Clayton Poynter, Ben Rogers and Wilfred H. Schroer.

SPRINGFIELD'S NEW PRINCIPALS

Seven Springfield schools have new principals this year.

Opening new schools are three principals—Mrs. Joyce Cox, formerly of Fairview School, at Mark Twain School; Eldon Rimer, formerly of Ritter School, at Bingham School; Chrys Schroeder, formerly of Neosho, at Pershing School.

Succeeding Mrs. Cox at Fairview School will be Mrs. Gladys Hallam, formerly of Tefft School. Succeeding Rimer at Ritter School will be ex-Westport teacher Selbia Brooks. At Bowerman School, Carl A. Renie, formerly Berry School principal, became principal following resignation of May Devereux because of ill health. Succeeding Renie at Berry School is David A. Punch, former Robberson School teacher.

SCHOOLS AND SCOUTING DISCUSSED IN MANUAL

"Scouting in Public Schools," a 67-page manual published by the Boy Scouts of America, discusses objectives, programs and methods of cooperation by public schools and Boy Scouting. It traces the history of scouting, points out the similarity of its goals and public education's, and explains the scout movement in both rural and city areas. An appendix gives the per cent of schoolboys enrolled in scouting and a bibliography lists scout literature.

The manual is available from the Boy Scouts of America, New Brunswick, N. J.

PAMPHLET EXPLAINS INFORMATION AGENCY

Programs and policies of the U. S. Information Agency are reviewed in a new government pamphlet. The booklet lists highlights of the half-year from Jan. 1 to June 30, 1957.

Special attention is given methods of introducing the Middle East doctrine, giving the true Hungarian story

to the world, and describing American's work for disarmament.

Other activities are also explained including the "people-to-people" program, which strives for a network of people-to-people communication between individuals throughout the world.

Much information is given about the Voice of America broadcasts.

The pamphlet titled, "U. S. Information Agency," is available free from the Government Printing Office, Washington 25, D.C.

STORE SPONSORS ART CONTEST

Scholastic Magazines Art Awards Exhibition for the eastern part of Missouri will again be held at Stix, Baer & Fuller, a department store in St. Louis, from Friday, Feb. 21, through Saturday, March 1. Junior and senior highschool students are invited to submit entries from Jan. 29-31 for this annual contest.

Teachers requesting entry blanks should write Stix, Baer & Fuller for the exact number needed. Photography entry blanks may be obtained either from Stix, Baer & Fuller or Scholastic-Ansco Photography Awards, 33 W. 42nd St., New York 36, N. Y.

For contest rules, classifications and prizes, write Stix, Baer & Fuller, St. Louis 1, Mo. for a rules booklet.

THURMAN MEMORIAL FUND

The Kickapoo Parent Teacher Association has established a memorial fund to honor the memory of Raymond S. Thurman, superintendent, who died October 12. The PTA started the movement with a \$100 contribution as a small token of appreciation for his untiring efforts and faithful service to his school. The memorial will be something for the school—such as a library.

Because it is felt that many of Mr. Thurman's professional friends throughout the state of Missouri may also wish to send a token of their appreciation for his untiring and faithful service to our profession the fund will remain open for one year.

Contributions may be mailed to: Thurman Memorial Fund, Empire Bank, On the Plaza, Springfield, Missouri.

COLLEGE COSTS MOUNT NEW BULLETIN REPORTS

"Costs of Attending College" is a new bulletin compiled by the U. S. Department of Health, Education and Welfare. It shows that college costs today are nearly double 1940 figures.

The cost of undergraduate college during 1956-57 averaged \$1,500 a school year at public institutions and \$2,000 at private ones.

The bulletin reports that although tuition and fees have increased steadily, it is the living costs involved in attending college rather than educational costs that make it increasingly difficult for low-income families to send their children to college.

It lists the chief sources of students' budgets for colleges in this order: contributions of family, relatives and personal savings; student earnings; scholarships, veterans' benefits, loans, gifts.

The bulletin costs 25 cents from the Government Printing Office, Washington 25, D. C.

ARCHITECTS RETAIN MISSOURI EDUCATOR

P. John Hoener & Associates, architects and engineers, of St. Louis, announce the retention of Otis A. See as an educational consultant.

Mr. See was superintendent of schools in Jennings for 32 years. There he and the Board of Education developed a long range building program representing several million dollars.

He holds a B.S. in Ed. degree from Northeast Missouri State Teachers College and a Master's degree in educational administration from Columbia University.

Hoener & Associates design educational buildings on all levels from elementary to university.

For an after-school drink
that won't "ruin" appetites



NOTHING DOES IT LIKE SEVEN-UP!

HANDBOOK DESCRIBES 184 U.S. COLLEGES

The "College Handbook" contains information on 184 colleges belonging to the College Entrance Examination Board. It includes a description of each school and its terms of admission, study programs, degrees granted,

freshman program, expenses and financial aids and tells where to write for additional information.

Special sections list scholarship opportunities, describe ROTC programs, and give enrollment figures and dates of application for admission at member schools.

The 456-page manual costs \$1.50

from the College Entrance Examination Board, c/o Educational Testing Service, Box 592, Princeton, N. J., or Box 27896, Los Angeles 27, Calif.

FACULTY ENROLLS IN PROFESSIONAL ORGANIZATIONS

The faculty of the Central Elementary School R-3, St. Louis County, is enrolled 100% in the National Education Association, Missouri State Teachers Association, St. Louis Suburban Teachers Association and St. Charles County Community Teachers Association according to John K. Hedeman, elementary principal.

Another professional achievement of this district has been to reduce the average number of pupils per room from 35 to 29. This was achieved through the addition of an elementary building of four rooms to house pupils in grades 1-6.

TENURE TRENDS STUDIED BY NEA

"Trends in Teacher Tenure Through Legislation and Court Decision" is a resume of court cases on tenure from 1946 to 1956. It includes discussions of probationary service, dismissal of probationary teachers, tenure rights, tenure procedures and appeal from schoolboard decisions.

An aid to attorneys handling tenure cases and to schools of education is a state-by-state summary of tenure laws. The pamphlet is published by the NEA and costs \$1. It may be ordered from 1201 Sixteenth St., N.W., Washington 6, D. C.

The NEA has discontinued its annual publication of the court decisions on teacher tenure occurring during the year. Mimeographed material on these is available from the Research Division.

A UN POLICE FORCE? PAMPHLET ARGUES "YES"

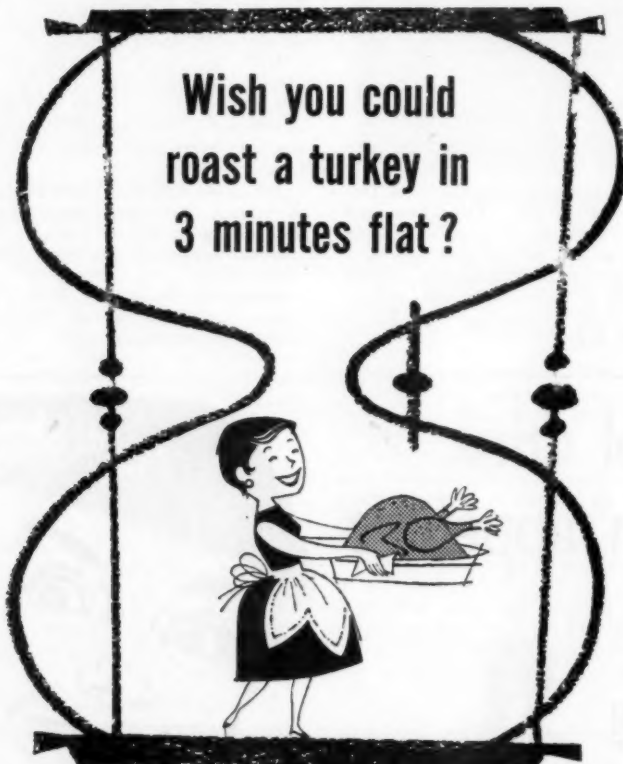
Whether or not to organize a permanent "police force for peace" within the UN organization is discussed by William R. Frye, UN correspondent of the Christian Science Monitor, in a new pamphlet, "A UN PEACE FORCE?"

"Putting a United Nations police force together from scratch in eight days," Frye says, "is like visiting the Louvre in 15 minutes." Yet the United Nations Emergency Force created in just that time helped to make peace in the Middle East and stopped a war. This proves that more attention should be paid to establishing a 'peace force.'

The pamphlet presents ways of organizing a police force and discusses the problems that must first be solved. It costs 25 cents from the Public Affairs Committee, 22 East Thirty-eighth St., New York City.

**SPECIALISTS EDUCATIONAL
BUREAU** 508 N. GRAND BLVD.
ST. LOUIS 3, MO.
Member N.A.T.A. Established in 1903.

If you want a better position write us NOW for Free Enrollment. Average placement salary for last year, over \$4,000.



You may be able to in a few years.

Electronic ovens will cook entire meals while you're setting the table. Electricity will close your windows automatically at the first sign of rain. Electric lamps will turn on and off by themselves to meet the lighting needs in your rooms.

What will make all of these things possible? For one thing, plenty of low-priced electricity. And this Company is building power plants and lines well in advance of your needs so that you will always have dependable electric service.

KANSAS CITY POWER & LIGHT COMPANY

FACULTY OF N. W. STATE COLLEGE JOINS MSTA

The Northwest Missouri College Community Association has enrolled the faculty 100% in the MSTA for the first time in the history of the college. We are indebted to Dr. Dale J. Mitchell, President, Community Teachers Association and President J. W. Jones for this good report.

The Community Association has recently supported the community water improvement proposal and has been working on salary and retirement.

RYLE CELEBRATES 20TH ANNIVERSARY

The 20th anniversary of Walter H. Ryle's presidency of Northeast Missouri State Teachers College, Kirksville, was celebrated at a dinner in October. Lt. Gov. Edward V. Long was the main speaker.

The dinner was held the same week as Founders' Day and Homecoming activities. Clarence Cannon, Missouri congressman, spoke at an all-school Founders' Day assembly.

EDUCATION EVERYWHERE IS COMMUNITY MINDED

"Education for Better Living" is a compilation of educational programs in 15 countries. These accounts show how education is moving out of classrooms into the community whether it is a mud village in India or a farm town in the Middle West. Diverse as the programs are, they have this in common—their basic objective is to help people of all ages set new goals for better living and master the skills needed for attaining them.

This 339-page bulletin is published by the U. S. Department of Health, Education and Welfare and may be ordered from the Government Printing Office, Washington 25, D. C. for \$1.50.

TEACHER EXAMINATIONS SET FOR FEBRUARY 15

National Teacher Examinations, prepared and administered annually by Educational Testing Service, will be given at 250 testing centers throughout the United States Saturday, Feb. 15, 1958.

Candidates may take the common examinations, including tests in professional information, general culture, English expression and non-verbal reasoning; and one or two of 11 optional examinations to demonstrate mastery of subject matter in their teaching field.

An information bulletin with sample test questions and an application may be obtained from college officials, school superintendents or directly from the Educational Testing Service, 20 Nassau St., Princeton, N. J. Applications will be accepted until Jan. 17.

NEA STARTS MAGAZINE ON ELEMENTARY SCIENCE

Elementary Instructional Service is a new NEA publication designed for fourth, fifth and sixth grade science teachers.

It tells how to explain basic scientific laws with little more equipment

than is in most classrooms. For example, experiments that show how matter displaces matter, how matter changes from one form to another and that combined elements form new products are among those explained and illustrated.

Free copies may be obtained from the NEA, 1201 16th St., N.W., Washington 6, D. C.



have fun making delicious HOLIDAY CANDY

Folks are thrilled—
these chocolates taste
so good,
look so professional.
Yet so easy to do.
Not even any cooking.
5 different kinds:—
Chocolate Cherries—
Puddings—
Crunchies—
Peanut Butter Centers—
Almonds-in-Cherries.

EASY HOW-TO-DO-IT

Ingredients: 2 lbs. semi-sweet chocolate... 6 oz. maraschino cherries... ½ cup hard sauce... ½ can flaky coconut... 3 oz. crunchy peanut butter... Can of chopped, roasted almonds... 2 slices fruit cake ½" thick... Cherries, blanched almonds, what-have-you for trim.

Prepare centers on wax paper. FOR CHOCOLATE CHERRIES—Drain maraschino cherries, roll one by one in tsp. hard sauce; then in coconut. FOR PEANUT BUTTER CENTERS—Make balls, each 1 tsp. of peanut butter; roll in chopped almonds. FOR PUDDINGS—Cut fruit cake in ½" squares.

Coat: Stir to merely melt chocolate in bowl over hot water. Don't let chocolate get hotter than 80°F. Never let water touch bowl or chocolate. Use fork to dip centers one by one. Lift on fork; push with second fork onto wax paper. Trim.

Crunchies: Left-over ingredients or raisins, cornflakes, etc. stirred into left-over, melted chocolate. Drop by teaspoonful.

A quick little refresher!



The cool, lively flavor and pleasant, natural chewing of delicious Wrigley's Spearmint Gum give you a little lift—and is never rich or filling. Try it.



*Sponsored by
Your Association*

**Horace Mann
Mutual Casualty Company**
offers cheaper rates because
teachers are good risks.

**A Company of the teachers,
by the teachers,
for the teachers.**

**Protects you under new
Financial Responsibility Law
For a rate quotation with
no obligation**

MAIL THIS COUPON

Horace Mann Mutual Cas. Co.
**c/o Missouri State
Teachers Association**
Columbia, Missouri

Make Year

Cyl. Body Type

Are any male drivers under
age 21? Over 65?

What percent do male drivers
under 21 use auto?

Name

School

Home Address

City

State

If you live in St. Louis Co. or
Jackson Co.—Indicate your suburb.

ENROLLED 100% FOR 34TH YEAR

The faculty of the Clayton public schools has enrolled 100% in the Missouri State Teachers Association. There are 141 members.

Robert F. Lemen, Jr., treasurer, Clayton community teachers association, states that this is the 34th year of continuous membership in the Missouri State Teachers Association for the teachers of Clayton.

This is indeed a professional record that deserves recognition.

SCHOOLMASTERS' ELECT OFFICERS

The Northeast Missouri Schoolmasters' elected officers at the meeting held in connection with the district association meeting at Kirksville October 11.

New officers elected were Paul O. Graves, president, superintendent of schools, Bucklin; John A. Rauh, vice-president, superintendent of schools, Milan; Harry E. Hall, secretary-treasurer, superintendent of schools, Canton.

The next meeting of the group was set for Friday evening, March 14, 1958. It will be held during the spring meeting of the Northeast Missouri district teachers association in Kirksville.

NEIGHBORING COLLEGES HAVE OUT-STATE FEES

While no Missouri state colleges charge non-resident fees, state colleges in six of the eight bordering states charge non-residents more than residents according to a study compiled by Dr. J. W. Jones, president, Northwest State College, Maryville.

In Kansas, Kentucky, Nebraska and Tennessee charges are about \$50 a semester more for non-resident students. Illinois charges \$85.50 more per semester and Oklahoma \$108 more.

In Arkansas charges vary from nothing to \$30 depending on the college attended. At the Iowa State Teachers College in Cedar Falls, all students pay \$80 to the general operation fund and \$20 to the student activity fund.

LIBRARY PLANNING SHOWN IN FILM

A new 23-minute 16mm color film, "Planning a School Library" shows use of library furniture, space allocation, arrangement of equipment, lighting effects and floor coverings. It also reviews the work of school libraries.

Produced by Remington Rand, it was designed for administrators, architects, librarians and the public. It may be borrowed without charge from Remington Rand offices at either 1901 Baltimore, Kansas City, or 1107 Olive, St. Louis.

CENTRAL STATE COLLEGE SETS ENROLLMENT RECORD

President Warren C. Lovinger has reported a 100% membership in the Missouri State Teachers Association for the Central Missouri State College.

According to available records this seems to be a first for any of the higher education institutions. The success is credited to the local community association and its president, Dr. Irl Gladfelter.

FILMSTRIP TEACHES ABOUT POLIO SHOTS

A new filmstrip for early elementary grades, "The Little Pink Bottle," has been prepared by the National Foundation for Infantile Paralysis. The 23 frame strip presents a simplified lesson on immunization, especially with the Salk vaccine. Colored cartoons and titles appear on each frame.

It is available on free loan or for purchase at \$2.00. A teacher's guide comes with it. Preview copies will be furnished administrators or health educators.

Write the National Foundation, 301 East 42 St., N. Y. 17.

ADULT EDUCATOR

A new magazine, The Public School Adult Educator, appeared in September. It is published by the National Association of Public School Adult Educators, a department of the NEA.

The 16-page magazine will be issued four times a year. One feature is instructional aid inserts designed for adult educators. Subscription cost is included in the NAPSAE membership dues of \$4 for administrators and \$2 for teachers. It is a combination of two previous newsletters.

The first issue contained an article by Howard Johnson, principal of the Emily Griffith Opportunity School in Denver. He outlined the future of American adult education.

13 MORE STATES CERTIFY COUNSELORS

State certification for school guidance workers has increased 40 per cent in two years, according to a recent publication by the U. S. Office of Education.

Forty-one states now have certification programs compared with 27 in 1955. Most states require a teaching license and a master's degree, or equivalent, in guidance training. About half require at least one year experience in an occupation other than teaching.

The publication, "Guidance Workers Certification Requirement," may be obtained from the Government Printing Office, Washington 25, D. C. It costs 25 cents.

BONDS VOTED

Webb City: \$250,000 bond issue voted for the erection of a ten-classroom junior high school.

Diamond: \$75,000 bond issue for building of four elementary classrooms, a lunchroom and office.

THE SPICE STORY

"The Heritage of Spices," an illustrated 17-page booklet traces the history of spices from prehistoric times to the present. On the high school level, it is for history, geography, science and home economics classes.

Quantities are available free from the American Spice Trade Association, 82 Wall Street, New York 5, N. Y. Recipients must pay postage and handling charges of 1½ cents per booklet.

MISSOURI IS THIRD

Missouri stood third in NEA membership among the 48 states, Alaska, Hawaii and Puerto Rico on Oct. 17. A gain of 251 members were reported, bringing the total number to 8,928.

Ohio led in membership followed by Iowa. Totals for these states were 14,533 and 10,606 respectively.

Missouri needs 8,572 more members to meet its goal of 17,500.

UNIVERSITY PREPARES EXTENSION REPORT

"Continuing Education," a biennial report, has been prepared by the University of Missouri Adult Education and Extension Service.

It describes the conferences and short courses sponsored by the University on subjects ranging from atomic radiation to kindergarten techniques and installment credit.

It also discusses recent developments in correspondence courses and extension class programs. Another section deals with University audio-visual services.

GUIDE TO FREE AIDS

The fourteenth annual "Elementary Teachers Guide to Free Curriculum Materials" is now available from the Educators Progress Service, Randolph, Wis. It lists hundreds of materials and presents 12 complete units: a reappraisal of the social studies program, music in the elementary classroom, living healthfully—primary level, growing up healthfully—upper elementary level, individualized reading—elementary level, nutrition—intermediate level, how do you use your leisure time—intermediate and upper level, electricity—man's genie—upper level, physical forces changing the earth's surface—upper level, towards world understanding through the United Nations—intermediate and upper levels, how we became the modern United States—elementary level, transportation—intermediate level.

The guide also includes an article, "The Start of the Finish" by Dr.

John Guy Fowlkes. It discusses the personal characteristics teachers should encourage in pupils. Reprints are available free to teachers and libraries.

It costs \$5.50.

FREE FILM GUIDE

A giant 625-page index, "1957 Educators Guide to Free Films," is available from Educators Progress Service, Randolph, Wis. This is the 17th edition of the volume which contains 3,880 titles, 842 new.

Also included is a special article, "Gifted Children and Free Films," by Dr. John Fowlkes of the University of Wisconsin. Reprints of this are free.

Cost of the index is \$7.00.

BULLETIN LISTS GRADUATE AID

Sources of financial aid available to graduate students at each American college and university are listed in a new bulletin published by the U. S. Department of Health, Education and Welfare. The bulletin also contains information on the graduate program of each institution, the number enrolled and the approximate cost of tuition, fees and living expenses.

It may be ordered from the Government Printing Office, Washington 25, D. C. for 50 cents. It is bulletin 1957, no. 17.

BOOKLETS SHOW WHAT TENSION DOES

Two cartoon booklets, "Needle-points" and the "Worry-Go-Round" illustrate everyday tensions in men and women's lives. Published by the Connecticut Mutual Life Insurance Co., they dramatize common causes of emotional disturbances, particularly as they affect businessmen and housewives.

Their purpose is to help the reader understand himself better, so that he can better understand his neighbors.

Both booklets and mats of the cartoons they contain are available free from the Connecticut Mutual Life Insurance Co., Hartford, Conn.

FREE FILM PROMOTES LIBERAL ARTS

The value of liberal arts and the liberal arts program of St. John's College are the subjects of a free film being offered by the college.

St. John's is a small non-sectarian school which teaches only liberal art courses.

"The St. John's Story" has won several awards in American film festivals and was one of four non-theatrical films selected for showing at the Edinburgh International Film Festival.

The 28 minute 16mm sound film is loaned free. Return postage is all that is required. Write Director of Admissions, St. John's College, Annapolis, Md.

SOUTHWEST STATE COLLEGE INCREASES ENROLLMENT

Under the leadership of its president, J. R. Scarborough, and its Policies and Plans Committee, the Southwest Missouri State College Community Association has virtually a complete Missouri State Teachers Association enrollment and the largest in recent years.

TEACH IN GUAM

Teachers wishing to teach in the Territory of Guam starting August 23, 1958, are invited to apply immediately. Enrollment approximately 13,000 pupils in public school system, which includes a two-year college. High school is accredited by North-Central Association of Secondary Schools and Colleges. Teaching positions open at all levels. Several openings in elementary supervision and in administration. Preference given to teaching couples, single men, single women, and married men without children.

QUALIFICATIONS: Bachelor's degree and valid teaching certificate in subjects or grades you wish to teach. Preference given to those with teaching experience. Higher level positions require additional education and experience.

CONDITIONS: Must sign two-year contract. Furnished housing provided at reasonable rates. Transportation to and from place of recruitment and shipment of some household goods provided at government expense. Passport, Navy clearance, and health certificate necessary for entry to Guam.

High school program similar to that of typical U. S. high school with enrollment of over 2,000 students. Applications are needed in the following areas: Journalism, speech and drama, reading specialist for junior-senior high level, Latin, Spanish, vocational auto mechanics, vocational home economics, agriculture, instrumental music, industrial arts, boys' and girls' health and physical education, teacher-librarian, art, mathematics, science, English, social studies, commercial, and pupil personnel services. All high school teachers must meet North-Central requirements.

For further information and application forms write (regular U. S. AIR MAIL):

MR. J. R. TRACE
Director of Education
Government of Guam
Agaña, Guam, M. I.

Official State Flag

Beautiful Missouri flags are available for your school. Display them in your auditorium, in parades and for special occasions.

Cotton	\$14.00
Taffeta	\$29.00
Nylon	\$40.00

All are 3' x 5'

Send orders to:

**Missouri State
Teachers Association**
Columbia, Missouri

CLINTON TEACHERS AGENCY

Member N.A.T.A. 37th Year
If it is a position in the Midwest, West or Alaska, we can find it for you. Enroll now.
706 South Fourth Street, Clinton, Iowa

EUROPE

Summer 1958—70 Days
We'll see the usual, plus North Africa, Yugoslavia, East Germany, Czechoslovakia, Berlin, Denmark, and Ireland. A low-priced, different kind of trip for the young in spirit who don't want to be herded around. Write to:

EUROPE SUMMER TOURS
255 SEQUOIA (Box 8) PASADENA, CALIF.



FREE FILMS

For Civic Clubs, P.T.A. and Lay Meetings:

Not By Chance
Section Sixteen
The Challenge
A Desk for Billie
A State, A People and Their Schools
Mike Makes His Mark
Freedom to Learn
Skippy and the 3 R's
Fire In Their Learning
The Teacher
Secure the Blessings
Schools March On
The Stay In
Who Will Teach Your Child?
Education for Democracy
The Sixth Chair
Priceless Cargo
What Greater Gift
Pop Rings the Bell
New Tools for Learning
Design of American Pub. Ed.
The School and the Community

For Professional Meetings:

No Teacher Alone
Teacher Recruitment
Assignment Tomorrow
The Drop Out
Bunker Hill Resort (slides)
Specify date to be used. Only cost is for return postage. Write for list of educational recordings and radio programs.

Mo. State Teachers Assn.
Columbia, Missouri

ALBANY HIGH SETS UP MOCK U.N. HEADQUARTERS



Student guides took other pupils on tours of the mock U.N. headquarters set up at the Albany High School to observe the 12th anniversary of the U.N. The "Voice of Democracy" oratory contest was held in connection with the event.

A MOCK United Nations headquarters was set up at the Albany High School to observe the 12th anniversary of the U.N. Oct. 31.

The auditorium was arranged for a U.N. general assembly meeting. Chairs for one representative from each of the 81 member countries of the U.N. were placed in horseshoe shape facing the speakers' table. It was decorated with miniature flags of different countries made by the freshmen.

Speakers were the 10 contestants in the "Voice of Democracy" oratory contest sponsored by the Albany Junior Chamber of Commerce and other students who described the U.N. organization.

The audience sat on the bleachers. Some students wore mock headphones like those used by the U.N. to permit listeners to hear speeches translated into their own languages.

Classroom displays illustrated other functions of the U.N. The secretariat met in the bookkeeping and typing rooms, the international court of justice in the math room and the trusteeship council

in the history room.

Both the security council and the UNESCO council met in the library. The French class arranged a worship center to correspond with the chapel at the U.N. headquarters in New York. Class members greeted visitors in French.

Student guides conducted tours through the building. While these were assembling, the seventh and eighth grades sang songs from Mexico, Italy, Finland and Russia.

The program was planned by the Rev. David Seward of the Jaycees, Earl Bridgewater, principal, Miss Wilma Giles, counselor, Adolphus Edwards and Mrs. R. O. Moore, teachers, and three students.

CARTHAGE TAKES PART IN SCIENCE PROGRAM

Carthage High School is one of the Missouri schools included in the traveling science demonstration lecture program sponsored by the Atomic Energy Commission and administered by the Oak Ridge Institute. More than 200 schools are taking part.

John Hindman, traveling science teacher assigned to the Missouri area, spent from Oct. 28 to Nov. 1 at Carthage. He brought a station wagon of demonstration equipment, most of it made by a group of teachers last summer in Oak Ridge.

HOLIDAYS

December 25, 1956, counted as a day in session for the purpose of apportioning state aid to schools.

STATE RETIREMENT

Employees of the University of Missouri and State Colleges not covered by other retirement or benefit to which state contributes (excluding OASI) qualify under Missouri State Employees Retirement System.

New Publications

The following publications of the National Education Association, 1201 Sixteenth St., N.W., Washington 6, D. C. may be obtained from the division indicated:

Qualities of Experience for Prospective Teachers, American Association of Colleges for Teacher Education, NEA. 140 p. \$1 per copy, with 10% discount on five or more copies. This publication is a first step in a research study setting forth standard qualities of experience desirable for prospective teachers. Designed for use and further study by teacher educators in such fields as curriculum development, student teaching and philosophy of education.

Professional Organizations in American Education, Educational Policies Commission, NEA. 96 p. \$1 per copy. Quantity discounts. An introductory interpretation of the role and meaning of voluntary professional organizations in American education with suggested basic criteria for organizational activities.

The Elementary School Scientist, Department of Kindergarten-Primary Education, NEA, 4 p. Single copy free. Additional copies 10c each. First in a series entitled **Elementary Instructional Service**, this leaflet gives teachers some pointers on teaching science to grade school youngsters.

The 1957 Student Council Yearbook, National Association of Secondary-School Principals, NEA. 272 p. \$1.50 per copy. Quantity discounts. Contains proceedings of the 21st National Association of Student Councils Annual Conference in Roswell, New Mexico, in June, 1957. Also includes a 25-year survey of student council procedures and a listing of state NASC association officers and school members.

The Division of Travel Service, Travel Division, NEA. 6 p. Single copies free. This 3-fold leaflet tells in capsule form who's who in the Division and what services it provides for teachers, active or retired.

vision and what services it provides for teachers, active or retired.

NEA Tours, Travel Division, NEA. This large two-color poster gives a quick look-see at the "magic carpet to far-away places" the NEA provides for travel-hungry teachers. Single copies free.

Selected Items for the Testing of Study Skills and Critical Thinking, Bulletin #15, National Council for Social Studies, NEA. 81 p. \$1.25 per copy. Quantity discounts. This bulletin is a revision of a 1949 edition. It is designed to help teachers spot skills in her pupils; also gives pointers on how to develop and measure important study skills.

Social Studies for the Junior High School: Programs for Grades Seven, Eight and Nine, National Council for Social Studies, NEA. 102 p. \$2 per copy. Quantity discounts. This book discusses and evaluates trends in teaching social studies on this level; also gives examples of programs being used in selected schools.

Ideas for Secondary School Administrators, National Association of Secondary-School Principals, NEA. 200 p. 75c to members; \$1.50 to non-members, with a 20% discount on two or more copies. This bulletin is one in a series dealing with the necessity of meeting the needs of youth; includes delinquency, guidance and curriculum procedures.

New Books

One by One, Growth in Arithmetic: Grade 1, revised edition, by John R. Clark, Charlotte W. Junge and Caroline Hatton Clark, World Book Company, Yonkers-on-Hudson, New York, 1957. 128 pages.

One by One, Growth in Arithmetic: Grade 1, Teacher's Edition, revised edition, by John R. Clark, Charlotte W. Junge and Caroline Hatton Clark, World Book Company, Yonkers-on-Hudson, New York, 1957. 132 pages.

Two by Two, Growth in Arithmetic: Grade 2, revised edition, by John R. Clark, Charlotte W. Junge and Caroline Hatton Clark, World Book Company, Yonkers-on-Hudson, New York, 1957. 144 pages.

Two by Two, Growth in Arithmetic: Grade 2, Teacher's Edition, revised edition, by John R. Clark, Charlotte W. Junge and Caroline Hatton Clark, World Book Company, Yonkers-on-Hudson, New York, 1957. 150 pages.

Behavioral Goals of General Education in High School, by Will French and Associates, Russell Sage Foundation, New York, 1957. 247 pages. Price, \$4.00.

EUROPE

\$798 to \$879

11 COUNTRIES
Round Trip on S. S. HOMERIC

SAILING FROM QUEBEC on MAY 22nd, JUNE 9th and 26th, JULY 14th and 31st, AUG. 18th and SEPT. 5th. European Grand Tour visiting England, Holland, Belgium, Luxembourg, Germany, Switzerland, Liechtenstein, Austria, Italy, French Riviera, Monte Carlo, France. ALL EXPENSE—PERSONALLY ESCORTED... includes round trip tourist steamship on S.S. HOMERIC, all hotels, most meals, all sightseeing, transportation, transfers, and even tips. Later return if desired. Tours limited to 42 members. SEE YOUR TRAVEL AGENT OR WRITE FOR FREE BOOKLET

NO. 46
CARAVAN TOURS
220 S. STATE ST. • CHICAGO 4, ILL.
Please send Free Booklet No. 46

Name _____
Address _____
City _____ State _____

J. W. Welsh Film Service

419 S. Fremont, Springfield, Mo.

Over 1500 filmstrips from which to make your choice.

500 W. Viewlex projector with \$225 order.

500 W. slide and filmstrip combination projector with \$260 order.

WRITE FOR CATALOG

Everything for the Stage

Curtains, Tracks, Rigging,
Stage Lighting
Auditorium Window Draperies

**GREAT WESTERN
STAGE EQUIPMENT CO.**
1324 Grand, Kansas City 6, Mo.

BOOK MANUSCRIPTS

CONSIDERED

by cooperative publisher who offers authors early publication, higher royalty, national distribution, and beautifully designed books. All subjects welcomed. Write, or send your manuscripts directly.

GREENWICH BOOK PUBLISHERS
Attn. Mr. Whittier 480 Fifth Avenue
New York 17, N. Y.

Follett Publishing Company

First Name in Social Studies

Missouri Representative:

HARRY E. SOPER

Box 61, 1908 Bear Creek Dr.
Columbia, Missouri

Is There Enough Money?

SINCE this is the first year for the operation of the public schools of Missouri under an appropriation made on a budget basis, questions are asked from many quarters concerning the adequacy of the amount set aside by the Legislature.

This is an important question in view of the fact that an inadequate appropriation could affect adversely the payment of salaries to teachers and funds for current operation of schools.

Provided full and accurate information were available before a budget request is turned over to the Governor it would make it possible for the State Department of Education to arrive at an exact determination of the appropriation needs of schools.

It must be faced that at the early date at which the budget request must be turned in there are unknown factors that enter into the calculations used to determine the cost of the Foundation Program. At the date for filing the budget request school administrators are not sure of the exact number of college hours of training that each faculty member employed may have since all teachers are not yet under contract.

Assessed valuation of a district is another unknown factor that alters the amount of state funds required.

Payments for exceptional children aid is also variable.

Using all the information available last September 1956 the State Department of Education estimated it would take \$73,141,183.00 to finance the Foundation Program for the school year 1957-58. This amount was appropriated by the Legislature.

Now that exact information is available the State Department of Education has made the apportionment for schools and finds that the total amount needed for the Foundation Program is \$71,858,143.00. It did not take quite as much for the equalization quota, teacher incentive, flat grant, exceptional, and orphan aid as had been estimated. It required slightly more funds to pay transportation than had been expected.

We think the Department is to be congratulated on its accurate estimate of the needed funds for schools. The fact that the estimate was slightly high is certainly much better than being too low. The latter could cause grave problems for teachers and

school districts. On the other hand, any over estimate merely provides a cushion for any unseeable event.

Any over appropriation can't be spent and will be awaiting the pleasure of the Legislature when it convenes.

It is anticipated that Governor Blair will call a special session of the General Assembly early in 1958. Since all appropriations were made for only one year, it will be necessary to appropriate for schools and other functions of government for the fiscal year 1958-59.

How much money will it take to finance the schools for the year July 1958 to July 1959 inclusive? Below is a table showing the apportionment for this school year and the estimate for next as calculated by the State Department of Education.

State Funds Needed for Foundation Program

Description	1957-58	1958-59 (Est.)
Equalization Quota	\$11,812,548.00	\$12,750,000.00
Teacher Incentive	6,220,917.00	6,620,917.00
Per Pupil Grant	45,552,646.00	47,428,095.00
Transportation	6,525,662.00	6,895,579.00
Exceptional Pupils	1,634,979.00	2,281,403.00
Orphan Aid	47,391.00	50,000.00
Building Abandonment	64,000.00	50,000.00
Apportionment to Schools	\$71,858,143.00	\$76,075,994.00

To this amount of \$76,075,994.00 must be added \$2,457,864.00 of other state funds for the School of the Blind, School of the Deaf, County Boards of Education, Central Building Aid, etc.

Therefore, the total amount to be set aside by the special session of the Legislature is \$78,533,858.00.

Be sure you have interpreted your needs for these funds to your County Representative and Senator. It is one of the most important professional deeds you can perform.

It appears safe to say there is enough money available to pay the Foundation program in full for 1957-58.

We are not saying that the Foundation program as now set forth in law provides enough school funds for an adequate educational program.

**What makes
a company
a good citizen***



This is the George W. Behnen family of Affton, Missouri, relaxing in the living room of their comfortable home. Seated on the floor are Mike and

Kathy. Others (l. to r.) are Judy, Mr. Behnen, Julie, Tony, George Jr., and Mrs. Behnen.

You ought to meet the rest of this Missouri family!

Big healthy families like the Behnens are a tradition in Missouri. Mr. Behnen is a Standard Oil salesman, and we wish you could meet the rest of the family *he* belongs to, the other members of his *Standard Oil family* who live and work in this state. How many folks would you suppose we're talking about?

First there are our employees, hundreds of men and women, people like the Behnens, who live in cities and towns throughout the state and work in our offices and in the field to help our dealers and agents serve you better.

Then there are the friendly men you know so well, the more than 1,200 independent businessmen who run the Standard stations serving you all over Missouri. And, of course, our agents, some 250 men working for and with Missouri farmers, winter and summer, bringing them the many petroleum products so important in the modern, efficient farming practices for which the Show Me State is noted.

The total number of Standard shareholders in Missouri at the last count was 6,543. Standard Oil stock is held by retired teachers and new babies, by farmers, ministers, bankers, union

leaders and public servants. Institutions, too, such as colleges, banks, hospitals and insurance companies are stockholders in our company. And, we're proud to say, scores of our own employees in Missouri own stock in the company as well.

Like other Missouri families, we pay taxes, too. For instance, in addition to federal taxes of various types, Standard Oil pays taxes which go to support local and state governments in Missouri. Also, in accordance with your laws, we collect taxes from customers and turn the money over to your government.

*** What makes a company a good citizen?**

Citizenship is a privilege. A good citizen assumes the responsibilities toward his community which accompany this privilege. Standard Oil Company and its people assume these responsibilities by trying at all times to contribute to the security, the economic well-being, and the general welfare of the communities in which they live and work.



Tom Ryan is an accountant at Standard's St. Louis office. He is one of hundreds of persons employed by Standard Oil in Missouri. In turn, this makes more business for other Missouri companies—and more jobs, too.



One way you can actually see a tax! It's a new public school in St. Louis. Each year Standard Oil pays many thousands of dollars in local and state taxes which help support community and state services.



A. H. Bates of Springfield recently retired after 31 years of service with Standard Oil. He has been one of our stockholders since 1927. And, by the way, Standard this year paid dividends to Missouri owners for the 64th consecutive year.

STANDARD OIL COMPANY



If you live in Missouri, you probably have seen this ad. Or, if you live in one of the other Mid-American states where Standard Oil products are sold, you may have seen an

advertisement like it. Such advertising helps develop public understanding of the contributions the oil business makes to the general welfare of the communities it serves.



Within your grasp..... and

SECOND TO NONE !

MSTA GROUP INSURANCE

You **NEED** this protection because...
all teachers **NEED**

● **WEEKLY CASH INCOME WHILE DISABLED**

● **CASH FOR HOSPITAL AND SURGICAL BILLS**

● **UP TO \$10,000 FOR THOSE BIGGER BILLS
CAUSED BY SERIOUS ACCIDENTS OR ...
P R O L O N G E D I L L N E S S .**

It's our own low-cost
MSTA PROTECTION PLAN
YOU need it--and
it's WITHIN YOUR GRASP

IMPORTANT: An extra feature of your own MSTA Plan is that you may take the benefits into retirement with you **AT NO EXTRA COST.**

-----CLIP AND MAIL-----

MR. EVERETT KEITH, MSTA Bldg., Columbia, Missouri

I am a member of MSTA and eligible for MSTA protection. Please send me full information about MSTA's low-cost protection plan.

Name and Address

STEFFENS
LAN AVE.
IS 14. MO.

